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Union: **Mahopac Teachers Association**

Local:

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MEMORANDUM OF
AGREEMENT

between

BOARD OF EDUCATION OF
MAHOPAC CENTRAL SCHOOL DISTRICT
PUTNAM COUNTY, NEW YORK

and

MAHOPAC TEACHERS' ASSOCIATION

July 1, 2002 – June 30, 2007

RECEIVED

FEB 25 2008

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

473

EMPLOYEE LISTING BY EMPLOYEE TYPE

Displaying Primary Values

EMP#	EMPLOYEE NAME	STAT	TYPE	BLDG	DEPT
TCH22 - TEACHER-22 PAYS					
1737	ABBONDANZA, KERIANN S	ACT	TCH22	MS	ELEM
1009	ALEXANDER, VINCENT M	ACT	TCH22	HS/GD	ENG
1016	AMMANN, SUSAN	ACT	TCH22	MS	S ED
3601	APONTE, COURTNEY A	ACT	TCH22	FR	ELEM
3737	ARDIZZONE, DONNA M.	ACT	TCH22	MS	READ
4180	ARMACIDA, BRANDY	ACT	TCH22	MS	ELEM
1035	BAIER, LINDA A	ACT	TCH22	MS	ART
4251	BARLETTA, LISA A	ACT	TCH22	FALLS	S ED
4239	BASANI, PATRICIA E	ACT	TCH22	LV	ELEM
4097	BERGMAN, EMILY S	ACT	TCH22	LV	ELEM
4101	BERTOLINI, JESSICA	ACT	TCH22	MS	ENG
3936	BILY, ALLISON T	ACT	TCH22	AR	ELEM
4094	BIRCHMAN, LAURA D	ACT	TCH22	FR	ELEM
3121	BISHOP, KRISTY	ACT	TCH22	LV	S ED
1069	BOCCINI III, MANUEL F	ACT	TCH22	HS/BL	ART
4406	BOVELLE, DANIELLE	ACT	TCH22	HS SV	F LAN
1378	BREIDENBACH, KIM	ACT	TCH22	HS/BL	ART
1083	BRONSHIDLE, JOANN	ACT	TCH22	MS	LIBRY
1084	BROWN, JOANNE R	ACT	TCH22	HS GR	S ED
1085	BROWN, KATHLEEN	ACT	TCH22	LV	S ED
3233	BURNAP, ARTHUR	ACT	TCH22	MS	F LAN
1089	BURNINGHAM, ANTOINETTE P	ACT	TCH22	LV	ELEM
1294	BUTALA, PATRICE	LEA	TCH22	FR	ELEM
4212	BUTLER, RICHARD A	ACT	TCH22	MS	ELEM
4362	CALLAGY, MARIANNA	ACT	TCH22	HS/BL	GUID
1114	CARLIN, AMY D	ACT	TCH22	FR	ELEM
3433	CAUTHERS, BRIAN	ACT	TCH22	MS	SCI
3198	CAUTHERS, JENNIFER	ACT	TCH22	HS GR	SCI
1132	CHARASH, DIANE E	ACT	TCH22	FALLS	ELEM
1144	CLEMENTS, PAUL A	ACT	TCH22	HS/GD	ENG
1161	CONNICK JR, ROBERT J	ACT	TCH22	HS GR	SCI
3900	CRISTOFARO, ANNA	ACT	TCH22	HS SV	GUID
3761	D'AMORE, CHRISTINA M	ACT	TCH22	FR	S ED
1530	DAVIS, LAURA M	ACT	TCH22	LV	ART
2367	DECOURSEY, MALGORZATA G	ACT	TCH22	ITIN	PE
2461	DEFRANCESCO, MARGARET J	ACT	TCH22	FALLS	PSY
3445	DEFRANCESCO, RICHARD A.	ACT	TCH22	LV	ELEM
1207	DEL CAMPO, CHRISTOPHER	ACT	TCH22	HS/GD	ENG
2103	DELUCA, JENNIFER E	ACT	TCH22	FR	S ED
4245	DENICOLA, MARIE F	ACT	TCH22	MS	MATH
1227	DIMAGGIO, DONA J	ACT	TCH22	MS	PE
3951	DIMAILO, MAUREEN T	ACT	TCH22	ITIN	PE
3228	DIMASE, CHRISTINA	ACT	TCH22	MS	S ED
1231	DONAHOE, THOMAS M	ACT	TCH22	HS GR	SCI
1446	DOWNEY, SUSAN A	ACT	TCH22	AR	ELEM
4213	DUSENBURY, ADAM P	ACT	TCH22	HS SV	SS
2501	FEBLES, IGNACIO G	ACT	TCH22	MS	F LAN
4230	FIRESTER, BARBARA	ACT	TCH22	HS SV	F LAN
1285	FLYNN, DONALD B	ACT	TCH22	MS	MUSIC
2122	FUMUSA, ROSS M	ACT	TCH22	FR	PE
3940	GENOVESE, VICTORIA	ACT	TCH22	HS GR	S ED
4351	GIANDURCO, MICHAEL	ACT	TCH22	HS SV	SS
3213	GIORDANO, VIRGINIA M	ACT	TCH22	HS	SPEEC
3868	GIRSH, ERIKA	ACT	TCH22	LV	ELEM
4348	GOODLIFFE, DENISE	ACT	TCH22	HS GR	SCI

EMPLOYEE LISTING BY EMPLOYEE TYPE

Displaying Primary Values

EMP#	EMPLOYEE NAME	STAT	TYPE	BLDG	DEPT
2499	GORDON, DAVID W	ACT	TCH22	MS	SS
2258	GORDON, FRANCES J	ACT	TCH22	MS	ENG
2240	GREGORY, ROBERT P	ACT	TCH22	MS	ELEM
2714	HAFEMANN, PAUL J	ACT	TCH22	MS	SS
1514	HEMBURY, DENISE	LEA	TCH22	LV	<N/A>
2735	HUNT, MICHAEL W	ACT	TCH22	HS SV	SS
3786	JEDLICKA, JEANMARIE	ACT	TCH22	LV	ELEM
2066	JENSEN, CHARLES JR F	ACT	TCH22	MS	SCI
1303	JENSEN, CHRISTINE J	LEA	TCH22	AR	ELEM
2739	JORDAN, THOMAS W	ACT	TCH22	FR	ELEM
2111	KANE, ELIZABETH A	ACT	TCH22	MS	ELEM
4356	KARELL, PATRICIA	ACT	TCH22	HS/BL	GUID
1422	KERTELITS, LIZA A	ACT	TCH22	FR	ELEM
1433	KLOCK, JASON L	ACT	TCH22	MS	TECH
2467	KOZERA, RICHARD D	ACT	TCH22	MS	ELEM
4247	LACROCE, KIMBERLY	ACT	TCH22	MS	MATH
1461	LAMBERT, JOSEPH R	ACT	TCH22	HS GR	S ED
1464	LAPIS, PETER	ACT	TCH22	HS GR	S ED
3283	LEONE, SUSAN T	ACT	TCH22	FALLS	ELEM
2622	LIETO, JAMES J	ACT	TCH22	LV	S ED
1484	LINDNER, JOSEPH P	ACT	TCH22	HS SV	SS
3898	LUCENO, JANE	ACT	TCH22	MS	ELEM
3207	MAIER, DONNA B	ACT	TCH22	MS	MATH
2119	MALONEY, JENIFER M	ACT	TCH22	FR	READ
1524	MARINO, ROBERT J	ACT	TCH22	MS	PSY
3691	MARTONE, BARBARA	ACT	TCH22	HS	PSY
4392	MAZZEO, LINDA	ACT	TCH22	MS	S ED
3916	MC KEON, ELIZABETH M	ACT	TCH22	HS/GD	ENG
2704	MCAVOY, KATHLEEN F	ACT	TCH22	HS/BL	MATH
3209	MCMAHON, THOMAS	ACT	TCH22	MS	ENG
1564	MEYER, RICHARD	ACT	TCH22	MS	PE
1568	MILLER, ROBERT A	ACT	TCH22	HS/BL	MATH
3795	MOLFETTA, ROBERT	ACT	TCH22	MS	TECH
1576	MORDA, JOSEPH M	ACT	TCH22	HS SV	GUID
4278	MURPHY, MEGAN M	ACT	TCH22	MS	HOME
2073	NYIKOS, MELISSA K	ACT	TCH22	MS	HOME
2074	O'BRIEN, KENNETH D	ACT	TCH22	LV	ELEM
2289	PADRON, ELENA M	ACT	TCH22	ITIN	ESOL
1620	PAINE, MARIA J	ACT	TCH22	MS	HOME
1709	PALKEWICK, HEATHER L	ACT	TCH22	MS	MUSIC
1634	PERRY, STUART P	ACT	TCH22	MS	BUSIN
1643	PHELPS, LYNN M	ACT	TCH22	HS	LIBRY
2297	POLLARO, RONALD P	ACT	TCH22	HS GR	GUID
4217	POPPER, JACK N	ACT	TCH22	MS	HEALT
4250	POWER, JULIE ANN	ACT	TCH22	FR	S ED
2649	PRAINO, PAUL M	ACT	TCH22	MS	ELEM
3698	QUINN, LISA	ACT	TCH22	HS	PSY
4026	RAMSAY, ALISON	ACT	TCH22	MAIL	ELEM
1670	REVENSON, MICHAEL	ACT	TCH22	HS GR	SCI
1672	RICCI, FERN M	ACT	TCH22	MS	READ
1674	RICH, SUSAN L	ACT	TCH22	MS	HOME
1690	ROSENBERG, JULIA D	ACT	TCH22	AR	ELEM
4380	ROTGER, MICHELE	ACT	TCH22	FALLS	<N/A>
3413	RUOTOLO, KENDAL L	ACT	TCH22	MS	S ED
2104	SASSANO, RALPH	ACT	TCH22	LV	ELEM
3347	SEELEY, JOSEPH P	ACT	TCH22	MS	MUSIC
4106	SEMPTIMPHELTER, CHRISTINE	ACT	TCH22	MS	HEALT

EMPLOYEE LISTING BY EMPLOYEE TYPE

Displaying Primary Values

EMP#	EMPLOYEE NAME	STAT	TYPE	BLDG	DEPT
2146	SEYMOUR, DENISE M	ACT	TCH22	MS	SPEEC
2092	SEYMOUR, MICHELLE M	ACT	TCH22	AR	ELEM
4102	SKELTON, JOHN D	ACT	TCH22	ITIN	MUSIC
2627	SMITH, HOLLIE S	ACT	TCH22	HS	S ED
2508	SOLANO, EDWARD J	ACT	TCH22	HS SV	SS
2077	SOTO, AMY L	ACT	TCH22	MS	SS
1774	STEFUNEK, CAROL A	ACT	TCH22	FR	<N/A>
4134	STEPHENS, ELIZABETH K	ACT	TCH22	HS GR	SCI
4368	SULLIVAN, TRACEY	ACT	TCH22	LV	ESOL
1944	TRIEBEL, DONALD W	ACT	TCH22	MS	ELEM
3762	TUMMINELLO, PAMELA M.	ACT	TCH22	AR	S ED
2747	UHL, ANDREA M	ACT	TCH22	MS	ENG
4080	VALERIOTI, ANNMARIE	ACT	TCH22	AR	ELEM
4268	VARA, JENNIFER L	ACT	TCH22	HS/BL	MUSIC
2264	VELDERS, VICTORIA ANN	ACT	TCH22	MS	ELEM
4219	VITA, AUGUST J	ACT	TCH22	HS SV	F LAN
1946	WARNOCK, SIMA B	ACT	TCH22	HS GR	SCI
4227	WATANABE, CANDICE L	ACT	TCH22	HS/GD	ENG
3768	WATTS, SONIA L	ACT	TCH22	LV	ELEM
2120	WHITESELL, ANDREA L	ACT	TCH22	LV	S ED
4224	WILHELM, REBEKAH K	ACT	TCH22	MS	HOME
1874	WYNNE, HEIDI H	ACT	TCH22	HS GR	S ED
TOTAL NUMBER OF EMPLOYEES:					134

TCH26 - TEACHER-26 PAYS

1076	ADRIAN, CAROL A	ACT	TCH26	AR	ELEM
2768	ALEXANDER-COHEN, RONI	ACT	TCH26	MS	S ED
4240	ALMEIDA-ZIDES, DEBORAH C	ACT	TCH26	HS	PSY
1113	AMICO-LYONS, ANNA M	ACT	TCH26	MS	F LAN
1015	AMMANN, LINDA G	ACT	TCH26	FR	S ED
1017	ANDERSON, DENISE A	ACT	TCH26	HS GR	S ED
1364	ARNOLD, JILL A	ACT	TCH26	HS/BL	MATH
2526	AROCHO, IRENE M	ACT	TCH26	FR	SS
1030	AURELIANI, IVETTE S	ACT	TCH26	HS SV	F LAN
1029	BARANOWSKI, SHARON A	ACT	TCH26	MS	S ED
2250	BARTHOLOMEW, MARGARET E	ACT	TCH26	FALLS	ELEM
4119	BATES, AMANDA H	ACT	TCH26	HS GR	SCI
1054	BELLUCCI, JOSEPH P	ACT	TCH26	HS/BL	MATH
2129	BENTIVENGA, JAYNE K	ACT	TCH26	LV	ELEM
2093	BERTOLINE, TONI A	ACT	TCH26	HS SV	F LAN
2877	BIAGINI, STACEY A	ACT	TCH26	LV	S ED
1346	BILYEU, KERRIANN	ACT	TCH26	AR	ELEM
1060	BINNS, DIANE M	ACT	TCH26	FALLS	ELEM
3934	BLACK, ROSEMARY	ACT	TCH26	MS	ART
2100	BLESS-FABA, DEBORAH	ACT	TCH26	HS GR	S ED
3236	BOCCHINO, CHRISTINA A	ACT	TCH26	FALLS	S ED
1884	BORST, JENNIFER A	ACT	TCH26	FALLS	ELEM
1681	BOWDEN, CARA	ACT	TCH26	LV	ELEM
1081	BREIDENBACH, THOMAS W	ACT	TCH26	HS	PE
4234	BROWN, MAURA ANN D	ACT	TCH26	HS GR	SCI
2786	BURLISON, KATHRYN M	ACT	TCH26	HS GR	S ED
3333	CAMPBELL, DAWN M	ACT	TCH26	MS	MATH
1108	CANTONE, PATRICE M	ACT	TCH26	MS	MATH
2255	CARD, TAMMY L	ACT	TCH26	FALLS	S ED
2315	CARLUCCI, LISA J	ACT	TCH26	FR	ELEM
1116	CARNEY, LYNNE A	ACT	TCH26	AR	ELEM
3925	CAROLAN, JILL C	ACT	TCH26	ITIN	SSW

EMPLOYEE LISTING BY EMPLOYEE TYPE

Displaying Primary Values

EMP#	EMPLOYEE NAME	STAT	TYPE	BLDG	DEPT
1117	CARROLL, DONNA F	ACT	TCH26	ITIN	ESOL
3933	CASCIO, DIANE E	ACT	TCH26	MS	S ED
2770	CERBINI, MARY J	ACT	TCH26	MS	ELEM
1130	CHALLAN, JOHN T	ACT	TCH26	MS	TECH
2463	CHESSER, LISA R	LEA	TCH26	MS	S ED
3719	CHRISTOS, MARY	ACT	TCH26	LV	ELEM
3715	CIARAMELLA, LAURA	ACT	TCH26	HS GR	S ED
1143	CLARK, ROBIN L	ACT	TCH26	LV	ELEM
1050	CLEMENTS, EILEEN	ACT	TCH26	HS	ENG
2458	COGNETTA, ALLYSON	ACT	TCH26	FR	S ED
1148	COHEN, EILEEN F	ACT	TCH26	HS GR	S ED
2194	COHOWICZ, ROBERT J	ACT	TCH26	MS	PE
1157	COLLINS, VINCENT M	ACT	TCH26	HS GR	HEALT
1994	COLUCCIO, SUZANNE C	ACT	TCH26	FALLS	ELEM
2003	CONCIATORI, NATALIE E	ACT	TCH26	LV	S ED
1160	CONIGLIO, ANNE MARIE	ACT	TCH26	LV	ELEM
2106	CONIGLIO, JEANETTE E	ACT	TCH26	HS/GD	ENG
2693	CONSIDINE, MARIE	ACT	TCH26	LV	S ED
1162	CORACE, JOSEPH	ACT	TCH26	HS/BL	TECH
2116	CORTESI, JENNIFER K	ACT	TCH26	MS	ELEM
2110	COURTNEY, ELAINE M	ACT	TCH26	MS	S ED
3695	COURTNEY, MARYANNE	ACT	TCH26	LV	ELEM
2529	CROSHIER, DENISE V	ACT	TCH26	MS	ELEM
2459	CZUY, CHRISTINE	ACT	TCH26	FR	ELEM
2398	D'ALESSANDRO, ROBERT E	ACT	TCH26	HS GR	SCI
2546	DALEY, ALTHEA M	ACT	TCH26	HS GR	S ED
2109	DALTON, ALEXANDRA M	ACT	TCH26	ITIN	S ED
2067	DAVENPORT, JAMIE P	ACT	TCH26	HS	PE
4098	DEALLAUME-MCCAB, LISA	ACT	TCH26	MS	S ED
2237	DEGL, JENNIFER A	ACT	TCH26	HS GR	SCI
2155	DEL CAMPO, DEANNE M	ACT	TCH26	LV	ELEM
4070	DEL ROSARIO, JENNIFER V	ACT	TCH26	HS/BL	GUID
1896	DEL VECCHIO, RALPH	ACT	TCH26	FR	ELEM
1209	DELGROSSO, JUDY	ACT	TCH26	AR	ELEM
4226	DENNISTON, BRIGITTE M	ACT	TCH26	FALLS	S ED
2377	DI LULLO, STACEY F	ACT	TCH26	FR	ELEM
3277	DIMICCO, THERESA A	ACT	TCH26	LV	ELEM
2462	DINARDI, LUISA	ACT	TCH26	MS	ELEM
3496	DINARDI, MARY A.	ACT	TCH26	AR	ELEM
2696	DIRUSSO, JACQUELINE J	ACT	TCH26	LV	ELEM
1222	DISANTO, DENNIS A	ACT	TCH26	HS/GD	GUID
2787	DONNELLY, LYNDA C	ACT	TCH26	HS	S ED
1857	DORE, ELIZABETH A	ACT	TCH26	AR	ELEM
4141	DOYLE IV, WILLIAM J	ACT	TCH26	HS/BL	MATH
1248	EBERLY, CAROL L	ACT	TCH26	FR	S ED
2778	EDWARDS, KRIS	ACT	TCH26	MS	ELEM
3281	EMERY, CHRISTOPHER M	ACT	TCH26	HS/BL	MATH
4235	ERMANN, CATHERINE M	ACT	TCH26	HS GR	SCI
1657	ETTLINGER, LISA A	ACT	TCH26	LV	ELEM
3199	EVERS, MICHAEL J	ACT	TCH26	MS	SS
3909	FAELLA, MICHELLE	ACT	TCH26	FR	ELEM
2254	FATTAKES, JOHN J	ACT	TCH26	HS/BL	MATH
1261	FARINA TREANOR, LISA	ACT	TCH26	HS GR	S ED
3239	FEKETE, TIFFANY A	ACT	TCH26	AR	S ED
2304	FELDER, OFRI B	ACT	TCH26	HS/GD	GUID
2491	FERRANTE, DAWN	ACT	TCH26	LV	ELEM
1935	FERRIGNO, BETH J	ACT	TCH26	LV	ELEM

EMPLOYEE LISTING BY EMPLOYEE TYPE

Displaying Primary Values

EMP#	EMPLOYEE NAME	STAT	TYPE	BLDG	DEPT
3426	FINKOWSKI, KELLY ANN	ACT	TCH26	HS	PE
2697	FINNERTY, KEVIN	ACT	TCH26	HS GR	SCI
1279	FIORISI, MICHAEL C	ACT	TCH26	FR	ELEM
3170	FITTS, GREGORY	ACT	TCH26	ITIN	PE
4284	FITZGERALD, EMILY	ACT	TCH26	HS	HEALT
2871	FITZPATRICK, KATRINA	ACT	TCH26	ITIN	F LAN
2061	FONSECA, ELAINE C	ACT	TCH26	FR	ELEM
1300	FORMAN, SHARON D	ACT	TCH26	HS/BL	MATH
2062	FORTINI, WILLIAM R	ACT	TCH26	HS	PE
1291	FOX, MARGARET M	ACT	TCH26	MS	SCI
3497	FRAGOSO, JILL	ACT	TCH26	AR	S ED
2733	FREY, PAULA M	ACT	TCH26	MS	READ
3694	FULLER-JOHNSON, TRICIA A.	ACT	TCH26	HS GR	SCI
2510	GALIONE, LEIGH A	ACT	TCH26	LV	ESOL
1302	GARDINEER, JAMES P	ACT	TCH26	HS GR	SCI
1175	GELLER, EILEEN M	ACT	TCH26	AR	ELEM
2078	GERTLING, VIRGINIA K	ACT	TCH26	HS/BL	HOME
2087	GIAMANCO, TERESA A	ACT	TCH26	HS SV	F LAN
1315	GILCHRIST, LYNN R	ACT	TCH26	MS	SS
2711	GILLESPIE, EDWARD J	ACT	TCH26	HS SV	SS
3910	GIORDANO, MICHELLE	ACT	TCH26	AR	S ED
1322	GLYNN, SUSAN	ACT	TCH26	FR	ELEM
2771	GRABEKLIS, KIMBERLY	ACT	TCH26	MS	S ED
2616	GREENIDGE, PATRICIA D	ACT	TCH26	HS/GD	ENG
2399	GREITER, SUSAN A	ACT	TCH26	LV	ELEM
2357	GUSTIN, JESSICA A	ACT	TCH26	FR	S ED
4244	HACKETT, ELLEN M	ACT	TCH26	HS	<N/A>
2091	HALL, ROSEANNE C	ACT	TCH26	AR	ELEM
3372	HANTZARIDES, ALEXIS M.	ACT	TCH26	LV	PE
3200	HARKINS, MICHAEL	ACT	TCH26	HS/BL	MATH
1353	HARNEY FEIERSTE, KATHLEEN	ACT	TCH26	AR	ELEM
2898	HARNEY, MELISSA	ACT	TCH26	MS	ENG
1365	HEIGHT, ERIC L	ACT	TCH26	HS/GD	ENG
3708	HENDERSHOT, MAUREEN A.	ACT	TCH26	FR	ELEM
1368	HENGEL, LORI E	ACT	TCH26	AR	ELEM
1372	HICKS, DAVID H	ACT	TCH26	HS GR	SCI
1939	HILTSLEY, LISA M	ACT	TCH26	AR	ELEM
4081	HOBBS, LINDA T	ACT	TCH26	FALLS	S ED
3687	HOCUTT, SCOTT W	ACT	TCH26	MS	SCI
3235	HONOHAN ZEOLLA, CHRISTINE	ACT	TCH26	HS SV	SS
3757	HOPKINS, WHITNEY J.	ACT	TCH26	HS	SS
4147	HORNBY, JAMES E	ACT	TCH26	HS/BL	MATH
1386	HORVATH, MARISA	ACT	TCH26	AR	ELEM
2703	HUESTIS, PATRICIA M	ACT	TCH26	AR	ELEM
2522	HUESTIS, WILLIAM S	ACT	TCH26	AR	PE
2816	HUGGARD, LAURIE	ACT	TCH26	MS	ELEM
2858	HUGHES, JEFFREY	ACT	TCH26	MS	PE
2701	HURSAK, KATHLEEN T	ACT	TCH26	AR	S ED
2465	ILLIANO, PATRICIA	ACT	TCH26	HS GR	S ED
2065	ISECKE, JEANALICE	ACT	TCH26	HS GR	SCI
3446	JESSELLI, KATHRYN A.	ACT	TCH26	FR	ELEM
4246	JOHANSON, CHRISTINE M	ACT	TCH26	FALLS	LIBRY
1400	JONES, ANDREA	ACT	TCH26	FR	ELEM
1402	JOSEPH MOORE, WENDY P	ACT	TCH26	FR	READ
2540	KALMAN, LINDA L	ACT	TCH26	MS	SSW
3626	KEARNEY, BRIAN F.	ACT	TCH26	HS	PE
1139	KEARNEY, KERRY A	ACT	TCH26	LV	ELEM

EMPLOYEE LISTING BY EMPLOYEE TYPE

Displaying Primary Values

EMP#	EMPLOYEE NAME	STAT	TYPE	BLDG	DEPT
4236	KECK, JACLYN J	ACT	TCH26	HS/GD	ENG
2479	KELLY, PATRICIA	ACT	TCH26	MS	S ED
1420	KENNARD, ARTHUR S	ACT	TCH26	HS	<N/A>
2740	KERR, KEVIN M	ACT	TCH26	HS SV	SS
3202	KING, JONATHAN E	ACT	TCH26	MS	ENG
3276	KING, VICKIE A	ACT	TCH26	MS	SS
3699	KISCHAK, KELLY L	ACT	TCH26	MS	SCI
1641	KITTREDGE, LAUREN M	ACT	TCH26	AR	PE
2878	KLEIN, DANIELE	ACT	TCH26	LV	S ED
2486	KOZERA, JODI L	ACT	TCH26	LV	ELEM
3246	KREBS, COLLEEN E	ACT	TCH26	MS	S ED
2468	KRISTOFERSON, LISA M	ACT	TCH26	AR	ELEM
1447	KRISTOFERSON, NANCY R	ACT	TCH26	HS GR	S ED
1448	KROHOMER, BERNADETTE A	ACT	TCH26	FR	ELEM
2469	KURTZ, MARY C	ACT	TCH26	LV	ELEM
3528	LACERTE, ANETA	ACT	TCH26	MS	S ED
2239	LANDRY-FEARNS, DANIELLE M	ACT	TCH26	AR	ELEM
2773	LANG, CATHLEEN	ACT	TCH26	FR	ELEM
2741	LANGELLA, MARSILIO	ACT	TCH26	HS GR	SCI
3165	LANGTRY, CAROLINE	ACT	TCH26	AR	ELEM
2128	LAPADULA, LISA A	ACT	TCH26	AR	ELEM
1600	LASUSA, CATHERINE	ACT	TCH26	LV	ELEM
3684	LAUCHMAN, TERRY M.	ACT	TCH26	HS/BL	GUID
4237	LAWLESS, DYLAN	ACT	TCH26	HS/BL	MUSIC
3500	LEGERET, KATHERINE M	ACT	TCH26	LV	S ED
1469	LEIBELL, HELEN S	ACT	TCH26	LV	ELEM
2636	LEMAK, LINDA L	ACT	TCH26	FR	S ED
2069	LEWIS, ADAM H	ACT	TCH26	HS/GD	ENG
1948	LEWIS, GREGORY J	ACT	TCH26	HS SV	SS
3164	LEWIS, NOELLE	ACT	TCH26	HS SV	F LAN
1480	LIEBOWITZ, BRYAN J	ACT	TCH26	HS GR	SCI
2029	LIEBOWITZ, NICOLE A	ACT	TCH26	MS	S ED
2475	LIND, SIMONE	ACT	TCH26	HS GR	S ED
4089	LINDSAY, KRISTEN E	ACT	TCH26	FR	ELEM
2070	LINGARDO, BERNADETTE	ACT	TCH26	HS/GD	ENG
1204	LOCKER, MARYELLEN	ACT	TCH26	AR	ELEM
1493	LOFARO, GREGORY J	ACT	TCH26	ITIN	MUSIC
3850	LOFARO, NOELLE M	ACT	TCH26	AR	ELEM
2452	LOHRFINK, JENNIFER A	ACT	TCH26	HS GR	S ED
2742	LOPRINZO, ROBERT	ACT	TCH26	AR	MUSIC
1500	LOWELL, KATHLEEN M	ACT	TCH26	FR	ELEM
2473	LUCIANO, GARY S	ACT	TCH26	MS	TECH
2764	LYONS, ANN M	ACT	TCH26	MS	ART
3334	LYONS, SEAN R	ACT	TCH26	MS	PE
2269	MACCHIO, LINDSAY A	ACT	TCH26	MS	ELEM
2082	MAHONEY, AMY M	LEA	TCH26	HS/GD	ENG
1511	MAHONEY, JANET J	ACT	TCH26	AR	SPEEC
1513	MAHONEY, MICHAEL J	ACT	TCH26	HS GR	SCI
2049	MANDILE, RITA M	LEA	TCH26	HS	MATH
1519	MANZI, MARCIA P	ACT	TCH26	FALLS	ELEM
1525	MARKOE, DONALD J	ACT	TCH26	MS	MATH
1529	MARTINEZ-BIANCO, LAURA J	ACT	TCH26	HS/BL	ART
1532	MARTIRANO, DONA M	LEA	TCH26	FR	ELEM
2200	MAXWELL, JANICE	ACT	TCH26	MS	GUID
1940	MAY, GUY V	ACT	TCH26	MS	MATH
1547	MC NAMARA, KEVIN J	ACT	TCH26	HS/BL	TECH
2474	MCARDLE, HEATHER K	ACT	TCH26	HS GR	SCI

EMPLOYEE LISTING BY EMPLOYEE TYPE

Displaying Primary Values

EMP#	EMPLOYEE NAME	STAT	TYPE	BLDG	DEPT
1548	MCARDLE, MARGARET C	ACT	TCH26	AR	ELEM
3441	MCCARTHY, TARA	ACT	TCH26	AR	READ
3501	MCCHAIN, JENNA M	ACT	TCH26	MS	S ED
2833	MCDONAGH, RUTH A	ACT	TCH26	FALLS	SPEEC
1546	MCGEE, PAULA L	ACT	TCH26	MS	PE
2096	MELVILLE, JAMES F	ACT	TCH26	HS/BL	MATH
4214	MENT, REBECCA L	ACT	TCH26	MS	ENG
3525	MIELE, KRISTEN	ACT	TCH26	ITIN	SPEEC
2646	MILLAR, EDWARD A	ACT	TCH26	HS/GD	ENG
3212	MILLER, CHRISTOPHER	ACT	TCH26	HS/BL	MATH
1567	MILLER, JEANNE M	ACT	TCH26	HS	PE
1571	MITCHELL, MARK D	ACT	TCH26	FR	ELEM
1998	MOBIGLIA, DONNA D	ACT	TCH26	FALLS	ELEM
2072	MOHAMMED, SEAN M	ACT	TCH26	HS/BL	ART
2086	MOLONEY, FRANK	ACT	TCH26	HS SV	SS
2292	MONAHON PIDGEON, GAIL A	ACT	TCH26	FR	ELEM
1574	MONTESANO, CAROL	ACT	TCH26	AR	PSY
2500	MORAN, MARGARET	ACT	TCH26	HS/BL	BUSIN
2706	MORFEA, LUIGI A	ACT	TCH26	HS GR	S ED
1580	MORIARTY, DANIEL P	ACT	TCH26	FR	MUSIC
1581	MORIARTY, MARY E	ACT	TCH26	LV	ELEM
1583	MORINI, SHARI L	ACT	TCH26	MS	SCI
1586	MORRISON, AMY B	ACT	TCH26	FALLS	S ED
1587	MORRISSEY, JANET A	ACT	TCH26	FR	S ED
3443	MOTA, LISA MARIE	ACT	TCH26	MS	ART
1515	MUNCH, JENNIFER A	ACT	TCH26	FR	ELEM
2063	MURPHY, MIMI	ACT	TCH26	FR	PE
3195	MYLER, DOROTHY	ACT	TCH26	MS	MATH
2113	NANSEN, SHANNON D	ACT	TCH26	LV	ELEM
2482	NAPOLITANO, LISA A	ACT	TCH26	MS	SS
2483	NATIELLO, MARIA L	ACT	TCH26	FR	<N/A>
1439	NIERMAN, VALARIE	ACT	TCH26	MS	HEALT
2613	NOLAN, CHRISTINE A	ACT	TCH26	HS	S ED
2251	NOTO, JEFFERY S	ACT	TCH26	FR	ELEM
2630	NOTZ, CATHERINE G	ACT	TCH26	MS	S ED
2484	O'CONNELL, CATHERINE A	ACT	TCH26	HS SV	SS
2144	O'REILLY, JESSICA M	ACT	TCH26	MS	ELEM
1382	OHSANN, KATHLEEN	ACT	TCH26	HS GR	S ED
2548	OLIVERIO, NICHOLAS G	ACT	TCH26	MS	ENG
2162	PARK, KRISTINE A	ACT	TCH26	HS/GD	ENG
1326	PAULET, LYNN S	ACT	TCH26	AR	ELEM
2743	PAULLI, CARLA N	ACT	TCH26	MS	ENG
1629	PELOQUIN, SUSAN N	ACT	TCH26	AR	S ED
1637	PETERSEN, DAWN M	ACT	TCH26	MS	SCI
1640	PETRONE, JOSEPH	ACT	TCH26	MS	SCI
2718	POWERS, STEPHANIE E	ACT	TCH26	MS	GUID
2487	PRICE, MARGARETTE K	ACT	TCH26	HS SV	SS
3217	PRIOLO, JOANN M	ACT	TCH26	LV	S ED
3113	PRIOR, LISA	ACT	TCH26	FR	ELEM
1942	PRITCHARD, CRAIG R	ACT	TCH26	HS SV	SS
1652	PRZYMYSKI, STAS A	ACT	TCH26	HS/BL	MUSIC
2265	PUGLIESE, ALLISON K	ACT	TCH26	MS	GUID
2489	PURR, CHRISTOPHER A	ACT	TCH26	HS/GD	ENG
1658	RACCO, LUCIANO	ACT	TCH26	HS SV	F LAN
3685	RAO, CONNIEMARIE	ACT	TCH26	LV	MUSIC
2105	REILLY, KEVIN P	ACT	TCH26	LV	ELEM
3678	RHYNEHART, TRINA	ACT	TCH26	HS GR	GUID

EMPLOYEE LISTING BY EMPLOYEE TYPE

Displaying Primary Values

EMP#	EMPLOYEE NAME	STAT	TYPE	BLDG	DEPT
3257	RICCI, DANIEL T	ACT	TCH26	HS SV	SS
1677	RIGER, TRACEY C	ACT	TCH26	MS	S ED
2504	RIZZO, FRANK S	ACT	TCH26	HS GR	SCI
3682	RODE, DANIEL F.	ACT	TCH26	HS GR	HEALT
4154	RODE, KIMBERLY A	ACT	TCH26	MS	SCI
2840	ROMANO, DANIELLE J	ACT	TCH26	AR	S ED
2490	ROSE, AMY E	ACT	TCH26	AR	ELEM
1699	RUOTOLO, NICHOLAS J	ACT	TCH26	HS GR	S ED
3444	RUSCICA-AMAN, KAREN A	ACT	TCH26	HS/GD	ENG
1704	RYAN, CAROLYN E	ACT	TCH26	AR	ELEM
2776	SABLE, JILL M	ACT	TCH26	AR	ELEM
3696	SALIMBENE, JANINE	ACT	TCH26	LV	PSY
4218	SAULTZ, ELIZABETH J	ACT	TCH26	MS	ENG
3450	SCAMPOLI, LAURA A.	ACT	TCH26	AR	S ED
4145	SCHAEFER, ALYSON B	ACT	TCH26	MS	ENG
3540	SCHLACHTER, SHANNON A	ACT	TCH26	HS SV	SS
3359	SCHNEIDER, GARY	ACT	TCH26	HS/BL	MATH
3686	SCHUCHAT, JASON	ACT	TCH26	MS	MATH
2754	SECKENDORF, KIMBERLY A	ACT	TCH26	LV	S ED
1739	SHARKIS, KATHRYN A	ACT	TCH26	MS	ELEM
1740	SHAUGHNESSY, ALICE M	ACT	TCH26	AR	S ED
2161	SHAW, VANESSA S	ACT	TCH26	FR	<N/A>
1742	SHEA, FRANCES	ACT	TCH26	FALLS	ELEM
1745	SHEELEY, GLENN E	ACT	TCH26	HS SV	SS
2007	SHEIL, TRACEY A	ACT	TCH26	FR	ELEM
2559	SHORT BARRETT, KATHLEEN M	ACT	TCH26	FALLS	S ED
3439	SIDLOSKY, JOYCE E	LEA	TCH26	HS/GD	ENG
3755	SILVERMAN, DAVID A.	ACT	TCH26	HS	MATH
2094	SMITH, COREEN M	ACT	TCH26	MS	GUID
1763	SNOOK, BERNADETTE E	ACT	TCH26	HS/BL	MATH
3306	SOLTIS, SUSAN	ACT	TCH26	LV	ELEM
2343	SPERANZA, MARIE A	ACT	TCH26	HS GR	S ED
2544	SPIEGEL, JOYCE C	ACT	TCH26	FALLS	SPEEC
2039	SPINK, LAURA A	ACT	TCH26	MS	ELEM
3817	STEFANAK, SARAH D.	ACT	TCH26	LV	ELEM
2513	SUOZZO, KRISTINA A	ACT	TCH26	HS GR	S ED
3463	TARANTINO, KERRY A	ACT	TCH26	MS	SCI
2189	TARR, ELIZABETH E	ACT	TCH26	AR	S ED
1792	TARTAGLIONE, LINDA	ACT	TCH26	HS GR	S ED
1795	THOMPSON, EDWARD C	ACT	TCH26	FR	PSY
3547	TIGHE, MAUREEN	ACT	TCH26	AR	ELEM
1968	TOBIN, DONN E	ACT	TCH26	LV	PE
1802	TOBIN, SHARON J	ACT	TCH26	FR	ART
1804	TOMASSIO, NOREEN M	ACT	TCH26	LV	READ
2644	TUITE, ANNE H	ACT	TCH26	ITIN	HEALT
2470	TUN, CYNTHIA L	ACT	TCH26	HS SV	SS
1820	TUNNARD CLARK, ELLEN M	ACT	TCH26	AR	ELEM
2079	TURENCHALK, EDWARD S	ACT	TCH26	HS/BL	MATH
2505	TURNER, JAY S	ACT	TCH26	HS GR	SCI
1823	USZAK, KATHLEEN S	ACT	TCH26	HS/BL	MATH
1828	VELAZQUEZ, LAUREN M	ACT	TCH26	HS GR	S ED
3204	VELEZ NIEKAMP, SONYA M	ACT	TCH26	HS/GD	ENG
2318	VIEBROCK, YVONNE	ACT	TCH26	HS SV	F LAN
2624	VOLPE III, GERALD A	ACT	TCH26	AR	ELEM
1835	VOORHIS, KRISTIN E	ACT	TCH26	AR	S ED
2728	WALSH, STACEY L	ACT	TCH26	MS	S ED
1928	WANDS, STEPHEN	ACT	TCH26	ITIN	MUSIC

EMPLOYEE LISTING BY EMPLOYEE TYPE

Displaying Primary Values

EMP#	EMPLOYEE NAME	STAT	TYPE	BLDG	DEPT
2492	WEISBERG, LAWRENCE	ACT	TCH26	HS GR	SCI
1852	WESTPHAL, KIM E	ACT	TCH26	MS	S ED
1855	WHEELER, MARY M	ACT	TCH26	MS	S ED
1859	WIESER, PENELOPE A	ACT	TCH26	AR	S ED
4238	WILLIAMS, RICHARD P	ACT	TCH26	HS/BL	MUSIC
3143	WILLIAMS, SANDRA A	ACT	TCH26	HS SV	F LAN
4220	WOODROW, MICHAEL B	ACT	TCH26	MS	SCI
1233	WRIGHT, JEAN M	ACT	TCH26	MS	S ED
2507	WRIGHT, KELLY M	LEA	TCH26	LV	S ED
4142	WRONKER, MARGARET M	ACT	TCH26	FR	ELEM
4073	WUND, HOLLIE J	ACT	TCH26	HS/GD	ENG
2252	YIACOUP, REMZIYE	ACT	TCH26	HS/BL	MATH
2081	YOST, ERIK C	ACT	TCH26	HS SV	SS
4233	YOUNG IV, COULTER D	ACT	TCH26	HS/BL	ART
2154	ZANARINI, STEPHEN M	ACT	TCH26	HS GR	S ED
3447	ZAUG, BRIAN E.	ACT	TCH26	AR	PE
3702	ZIDES, JASON T	ACT	TCH26	HS GR	S ED
1883	ZINZI, TERESA M	ACT	TCH26	AR	ART
4071	ZUZOLO, JULIE ANN	ACT	TCH26	LV	ELEM
TOTAL NUMBER OF EMPLOYEES:					336
<N/A> - Description Not Available					
3342	BOGDAN, SANDRA R.	ACT	<N/A>	LV	S ED
3800	HICKS, BETH	ACT	<N/A>	MS	S ED
2371	MCNEILL, CHRISTINE M	ACT	<N/A>	MS	READ
TOTAL NUMBER OF EMPLOYEES:					3
GRAND TOTAL:					473

Report Completed 2:19 PM

**Memorandum of Agreement between Board of Education of Mahopac Central
School District and Mahopac Teachers' Association
July 1, 2006 – June 30, 2009**

MEMORANDUM OF AGREEMENT dated this 2nd day of November, 2006 by and between the negotiating representatives of the MAHOPAC TEACHERS ASSOCIATION (hereinafter referred to as the ASSOCIATION) and the negotiating representatives of the MAHOPAC CENTRAL SCHOOL DISTRICT (hereinafter referred to as the DISTRICT)

1. Term of Agreement:

July 1, 2006 to June 30, 2009. All terms of the 2002-2007 Collective Bargaining Agreement, except as modified hereafter, shall constitute the terms and conditions of the Collective Bargaining Agreement between the parties.

2. Contingencies:

A. This agreement is subject to formal ratification by the Board of Education of the DISTRICT and the membership of the ASSOCIATION. Such ratification shall occur within thirty (30) days of the date of execution of this memorandum of agreement. If either party fails to ratify or fails to act within the aforesaid thirty (30) day period, this memorandum of agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the team of negotiating representatives for each party will urge their respective principals to ratify this memorandum of agreement.

B. Terms:

1. Duration: The parties' labor contract shall be effective commencing July 1, 2006 and will terminate on June 30, 2009.

2. Wages

A. Salary Schedule

2007-08	3.5%
2008-09	3.5%

**Memorandum of Agreement between Board of Education of Mahopac Central
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July 1, 2006 – June 30, 2009**

B. The District shall reduce each unit member's 2006-07 salary by \$50.00. Said reduction shall be made by way of a deduction from each unit member's paycheck on or before April 1, 2007, and shall be a one-time deduction.

C. With the exception of the health care buy out set forth in Article X (A) 7 (a and b) and the Welfare Fund payments in Article X (B) (1) and (2), all other compensation and stipends outlined in the current contract shall be increased by 3.5% effective July 1, 2007 and an additional 3.5% effective July 1, 2008.

3. Health Insurance: Article X. p. 35

A. Modify Article X (A) by deleting sub-paragraph (2) a through e and substituting the following:

- 2a. 8.0%- retroactive to July 1, 2006 and through June 30, 2007.
- 2b. 9.0%- effective July 1, 2007 through June 30, 2008.
- 2c. 10.0%-effective July 1, 2008 through June 30, 2009.

B. Delete Article X (A) (11) effective July 1, 2006.

C. Amend Article X (A)(7 a and b) to read as follows:

Year	Decline Family Opting for NO Health Coverage
2006-2007	\$3,700
2007-2008	\$3,700
2008-2009	\$3,800

Year	Decline Family Opting for Individual Coverage
2006-2007	\$2,200
2007-2008	\$2,200
2008-2009	\$2,300

**Memorandum of Agreement between Board of Education of Mahopac Central
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4. Welfare Fund: Article X.B.1., p. 37

A.

1. Effective with the first quarterly payment for the 2006-2007 school year (July 15th), the District shall contribute the prorated amount based upon \$1,375 per eligible unit member to the welfare fund. Effective with the second quarterly payment for the 2006-07 school year (November 15, 2006), the District shall contribute the prorated amount based upon \$866.00 per eligible unit member to the welfare fund and shall continue to pay said sum per unit member for the third and fourth quarterly payments for the 2006-07 school year.
2. Effective July 1, 2007, the District shall contribute \$1375 per eligible unit member.
3. Effective July 1, 2008, the District shall contribute \$1450 per eligible unit member.

B. Additional Contributions

1. Effective with the first quarterly payment for the 2006-07 school year (July 15th), the District shall contribute the following amounts on behalf of each member of the bargaining unit who elects to decline health insurance pursuant to Article X (A)(7):

Decline Family Opting for No Health Coverage	Decline Family Opting for Individual Coverage
\$325	\$262.50

2. Effective with the second quarterly payment for the 2006-07 school year (October 15th) and thereafter, the District shall not be required to contribute any additional monies into the Welfare Fund on behalf of each member of the bargaining unit who elects to decline health insurance pursuant to Article X (A)(7).

3. Effective July 1, 2007, the District shall contribute the following additional amounts on behalf of each member of the bargaining unit who elects to decline health insurance pursuant to Article X (A)(7):

Decline Family Opting for No Health Coverage	Decline Family Opting for Individual Coverage
\$1300	\$1050

4. Effective July 1, 2008, the District shall contribute the following additional amounts on

**Memorandum of Agreement between Board of Education of Mahopac Central
School District and Mahopac Teachers' Association
July 1, 2006 – June 30, 2009**

behalf of each member of the bargaining unit who elects to decline health insurance pursuant to Article X (A)(7):

Decline Family Opting for No Health Coverage	Decline Family Opting for Individual Coverage
\$1550	\$1225

4. Article V – Professional Compensation: p. 9-10

Approval of Graduate Courses: Article V(L) shall include the following new sub-paragraphs:

5. TEACHERS WITHOUT A MASTER'S DEGREE

- a. Teachers who are enrolled in a graduate course, which is part of his/her Masters Degree program for permanent certification, shall continue to be remunerated per graduate credit until he/she completes the Masters Program.
- b. As of July 1, 2007, any in-service credits accumulated shall be remunerated upon completion of a block of ten (10) credits.
- c. Any teacher who has accumulated individual in-service credits that fall between lanes of ten (10) shall continue to be remunerated for those individual in-service credits at the per credit rate until that teacher moves to the next lane.
- d. Graduate and/or in-service credits submitted for compensation by October 1, shall be remunerated at full graduate credit for the current school year based on 200 days. Graduate and/or in-service credits submitted for compensation by March 1, shall be remunerated at full graduate credit during the second half of the school year based on 100 days.

**Memorandum of Agreement between Board of Education of Mahopac Central
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July 1, 2006 – June 30, 2009**

6. TEACHERS WITH A MASTER'S DEGREE

- a. Said teachers shall be remunerated per graduate and/or in-service credit. However, effective July 1, 2007, said teachers shall only be remunerated after the completion of graduate and/or in-service credits in blocks of ten (10) as outlined in the salary schedule.
- b. Any teacher as outlined in (a) above, who has accumulated individual graduate and/or in-service credits that fall between lanes of ten (10) shall continue to be remunerated for those individual credits and only those individual credits, at the per credit rate until that teacher moves to the next lane.
- c. Graduate and/or in-service credits submitted for compensation by October 1, shall be remunerated at full graduate credit for the current school year based on 200 days. Graduate and/or in-service credits submitted for compensation by March 1, shall be remunerated at full graduate credit during the second half of the school year based on 100 days.

6. Miscellaneous

A. Academy for Staff Development

- The Mahopac Academy of Learning is the result of a collaborative effort between the Mahopac administration and the Mahopac Teachers' Association.
- The purpose of the Mahopac Academy of Learning is to provide significant and on-going staff development to:
 - Implement a system of continuous improvement into the Mahopac educational system
 - Provide and create opportunities for professional and personal growth
 - Develop and utilize a common professional language
 - Enhance decision making in the classroom
 - Assist in the translation of theory to practice in the classroom
 - Create professional learning communities
 - Increase professional collaboration

**Memorandum of Agreement between Board of Education of Mahopac Central
School District and Mahopac Teachers' Association
July 1, 2006 – June 30, 2009**

- Increase the capacity of all educators to meet the needs of our students so that they may meet or exceed the State Standards

- The Mahopac Academy of Learning will be staffed with an administrator and a support staff member. The oversight would be provided by the Assistant to the Superintendent for Curriculum and Staff Development. The Mahopac Academy will be operative twelve months a year, offering courses in the evenings and Saturdays during the school year and, on occasion, during school hours as well as during the day throughout the summer. In the event significant fiscal considerations or extenuating circumstances preclude the District from continuing to operate the Mahopac Academy of Learning in the manner set forth above, the District shall have the right to discontinue operating the Academy in the manner set forth above, but shall be required to offer staff development opportunities that are equal to or better than the opportunities that would be afforded the staff through the Mahopac Academy of Learning.

- The curriculum for the Mahopac Academy of Learning will be made up of several types of courses including but not limited to:
 - **Core Curriculum Level I** – are those courses the district would encourage every teacher to attend. These courses are designed to explore the teaching strategies that have reached level three research status, or those strategies that are research proven. In addition, a number of Core Curriculum Level I courses are designed to explore the software products that are available to all teachers (by appropriate level) on the Mahopac computer servers.
 - **Core Curriculum Level II** – are courses that build upon Level I courses and are strategies that are at Level II research status with the most promise of becoming Level III research status. Some of the Core Curriculum Level I courses would be pre-requisites to attendance in these courses.
 - **Elective Courses** - are those courses that support the Mahopac educational philosophies. Teachers may choose from a menu of possibilities. This list of courses would be developed in conjunction with the TTT advisory committee.
 - **Capstone Courses** - are those courses that would assist teachers in reaching high standard areas, such as the National Board Certification process.

**Memorandum of Agreement between Board of Education of Mahopac Central
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B. Evening School (approximately 3:00 p.m.-5:30 pm) for High School students.

- Grades 9-12
- Provides additional services to high school students to comply with State Mandates.
- Session: Each quarter, after mid-terms; Approximately: 3:00 pm–5:30 pm
- For every two hours of instructional time there will be compensation for one-hour of planning time as the same rate.
- Ratio of pupils to instructor will not exceed 15.1
- MTA teachers will receive right of first refusal for all postings.
- Rate of Pay:

<u>Step</u>	<u>06-07</u>	<u>07-08</u>	<u>08-09</u>
1-4	\$56	\$58	\$60
5	\$61	\$63	\$65

C. Amend Article IV, Section A. 3. by adding the following:

The 15 fifteen hours may be fulfilled through the Mahopac Academy of Learning.

D. The parties herewith acknowledge that certain side letters have been executed between the parties during the term of the previous collective bargaining agreement (2002-November, 2006), amending said agreement. The parties agree to meet on or before November 7, 2006 to determine which of these side letters will be incorporated into the formal agreement and be incorporated into the new agreement.

		ARTICLE V - PROFESSIONAL COMPENSATION			
		3.5%	2006-07	2007-08	2008-09
J	TICKET SELLERS	86.42	89.44	92.57	
M	NBC Program	3,500.00	3,622.50	3,749.29	
N	Adult School / Home Tutoring	39.09	40.46	41.88	
		ARTICLE VI TEACHERS' WORK DAY, TEACHING LOAD AND ASSIGNMENTS			
C	Chaperoning- All Bldgs	31.87	32.99	34.14	
C	Chaperoning - Over night	132.24	136.87	141.66	
C	Chaperoning - Over night Maximum	264.48	273.74	283.32	
E	Cafeteria Coverage	21.77	22.53	23.32	
G2	Class Coverages <=24	21.77	22.53	23.32	
G3	Class Coverages > 24	27.20	28.15	29.14	
H	Outdoor Education Coordinators	228.76	236.77	245.06	
H5	Chairpersons - English, Social Studies, Mathematics, Science, Special Education	5,811.00	6,014.39	6,224.89	
H5	Chairpersons - Foreign Lang, Business, Home Economics/ Industrial Arts, Art, Music, Computer Education, Physical Education and Athletics, Unified Arts Secondary, Unified Arts, Middle - Elementary coordinators,	5,249.00	5,432.72	5,622.87	
J	Other Instruction per Period	43.00	44.51	46.07	
	Other Instruction per Hour	57.00	59.00	61.07	
		REGISTERED NURSE SALARY SCHEDULE			
		STEP 1 - 7 BA			

**Memorandum of Agreement between Board of Education of Mahopac Central
School District and Mahopac Teachers' Association
July 1, 2006 – June 30, 2009**

NEGOTIATING REPRESENTATIVES OF
THE MAHOPAC CENTRAL SCHOOL
DISTRICT

by: Robert J. King
Vincent Quarantano

dated: 11/3/06

NEGOTIATING REPRESENTATIVES OF
THE MAHOPAC TEACHERS ASSOCIATION

by: Luille McDowell
Michael W. Hines

dated: 11/3/06

MAHOPAC TEACHERS ASSOCIATION CONTRACT – JULY 1, 2002 TO JUNE 30, 2007

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PREAMBLE

This Agreement is entered into as of the first day of July, 2002, by and between the Board of Education of the Mahopac Central School District, hereinafter called the "Board," and the Mahopac Teachers Association, hereinafter called the "MTA" or "Association."

ARTICLE I -- RECOGNITION

- A. The Board has recognized the MTA as the exclusive bargaining agent for the unit defined as all teaching and professional personnel, and Registered Nurses excluding the following: superintendent of schools, assistant superintendent, district central office administrators, building 4assistants, director and assistant director of pupil personnel services, director of staff development/curriculum, director of guidance/coordinator of student services, summer school principal, director of adult education, director of technology, athletic director, and director of library services.

The term "teacher" when used hereinafter in the Agreement shall refer to all employees represented by the MTA in the bargaining or negotiating unit as above defined.

- B. Nothing contained herein shall be construed to restrict or deny to any teacher rights he or she may have under any other laws. However, this stipulation is not intended to augment grievance procedure as contained in Article XIII.

ARTICLE II --TEACHER RIGHTS

- A. Taylor Law Rights -- Pursuant to Public Employees Fair Employment Act, the Board hereby agrees that every teacher employed by the Board shall have the right freely to join or not to join and support MTA for the purpose of engaging in collective bargaining or negotiation and other lawful activities. The Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by the Taylor Law, or other laws of New York or the Constitution of New York and the United States; that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment, by reason of his or her membership in the MTA, his or her participation in any activities of the MTA or collective professional negotiations with the Board, or his or her institution of any grievance, complaint, or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.
- B. Personal Property Liability -- The Board shall reimburse teachers who suffer loss, damage or destruction of personal property when such damage occurs on the premises of the school district and as a result of the performance of their duties provided:
1. The teacher suffers such loss without fault or negligence on his or her part and,
 2. Reimbursement will be limited to the amount by which the damage exceeds insurance coverage maintained by the teacher when the loss is covered by an insurance company, but in any event, reimbursement will not exceed \$400 per occurrence.
 3. Proof of damage and determination of the amount of damage will be in accordance with standard insurance practices for settlement of such claims notwithstanding that no insurance may be in effect on the damaged property.
- C. Teacher Files -- All teacher files shall be maintained under the following circumstances:
1. No material shall be placed in the teacher's professional file unless the teacher has had an opportunity to read the material. The teacher shall acknowledge that he or she has read evaluative materials by affixing his or her signature or initials and the date on the actual copy to be filed immediately with the understanding that such signature merely signifies that he or she has read the material to be filed. Such signature does not necessarily indicate agreement with its contents.
 2. The teachers shall have the right to answer any material filed and his or her answer shall be forwarded for filing in his or her professional folder through his or her building principal to the Superintendent. Such answer shall be made within ten (10) working days of the date on which the material was initialed by the teacher.

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3. By appointment made in advance, each teacher shall be given free access to his or her professional file in the presence of the Superintendent or his designee.
 4. References and information obtained in the process of evaluating the teacher for employment shall be kept in a separate file in the District office.
 5. The teacher shall be furnished a reproduction of any material in his or her professional file within three (3) days of such request. Cost of reproduction shall be borne by the requester.
- D. Student Teachers -- No teacher in the Mahopac Central School District shall be required to accept student teachers, teacher interns, or other observers (excluding Board members) without his or her prior consent to the building principal.
- E. Unassigned Time -- Teachers have the right to leave their respective school building during lunch or unassigned times. Teachers, upon leaving, shall leave their names and expected time of absence from the building with the building principal or his or her designee. All teachers who leave the building under this provision must return at the end of the lunch or unassigned period.
- F. Notification of Assignment -- Each teacher shall be notified in writing by June 1 of the subject area of his or her program for the ensuing school year including the assigned school, grades and/or subjects that he or she will teach, provided, however, that such assignments may be changed following June 1 whenever compelling circumstances develop. If assignments are changed following June 1, the teacher will be notified in writing within ten (10) days of the change.
- G. Rights to Substitute Work -- Any teacher who is excised as a result of position abolishment will be offered at least twenty (20) days of per diem substitute work per year as long as such teacher remains on the preferred eligibility list.

ARTICLE III -- ASSOCIATION RIGHTS

- A. Use of Buildings -- The MTA shall have the right to use school buildings for professional meetings and committee meetings outside of the teachers' day, during times when this building is manned by the custodial staff, provided that if the use of said school buildings by the MTA results in any expense to the Board for utilities, custodial services or any other service, the MTA shall reimburse the Board. The MTA shall request the use of such facilities at least twenty-four (24) hours in advance of any such meeting. This shall not preclude the use of the building by the MTA for small informal meetings during the teaching day assuming that there is no interference with the instruction or other teacher responsibilities. Bulletin board space in each faculty room in each building shall be made available to the MTA by the building principal. Materials put thereon will conform to reasonable personal and professional standards. Courier service as exists shall be made available to the MTA. Duplication equipment and services as exist shall be made available to the MTA in accordance with existing building policy so long as it does not interfere with duplication for instructional purposes. The MTA agrees to pay at school costs for all materials used for its purposes.
- B. Availability of Information -- The Board agrees to make available upon request of the duly designated MTA representative all available public information concerning the financial resources and allocations of the District, and all available public information dealing with conditions of employment as set forth in the Public Employees' Fair Employment Act.
- C. Copies of Agreement -- The MTA shall be responsible for printing the 2002-2007 Agreement. Any editing shall be accomplished with the approval of the District. The MTA and the District shall share printing expenses for the Agreement equally. Copies of this Agreement shall be given to all teachers. A minimum of seventy-five (75) copies of this Agreement shall be given to the MTA in addition to the individual copies mentioned above.
- D. Officer Rights -- Officers and other members of the Association, who are elected or appointed, may request and shall be granted professional leave to attend union meetings such as the Representative Assembly held by the New York State United Teachers and the meeting of the New York State Teachers' Retirement System. This leave shall not exceed a total of twenty (20) teaching days per school year for all such officers.
- E. Officer Duty Assignments - Effective commencing with the 2002-03 school year, the MTA president shall be assigned to no supervisory duties and shall, if assigned to the middle or high school, be relieved of one teaching period or its equivalent (twenty percent reduction in teaching load). Every effort shall be made to schedule the majority of the President's teaching responsibility in the morning hours. In the event the MTA president is assigned to an elementary building, his or her teaching load will be adjusted in a manner which provides the equivalent reduction in teaching time (twenty percent). The MTA Elementary and Secondary Vice-Presidents, the Chief Negotiator, the Grievance Chair and the Corresponding Secretary shall be relieved of supervisory duties. In addition, building representatives shall be relieved during non-instructional time when MTA business requires their attention.

ARTICLE IV -- IN-SERVICE TRAINING/STAFF DEVELOPMENT

A. Workshops, Conferences, Programs --

1. The Board may provide, during and after school hours, workshops, conferences and programs for teachers designed to improve the quality of teaching in the School District.
2. Participation in such programs shall require the prior approval of the Superintendent.
3. The Board may require probationary teachers to attend staff development sessions to a maximum of fifteen (15) hours. This may be accomplished by using the time after regular instruction and/or Saturdays. Any Saturday offering must also be offered during the school week.
4. Probationary teachers attending more than 15 hours of staff development may use the additional hours towards the next year or years requirement or opt for in-service credit.

B. Teacher Involvement --

1. Teacher participation in District-approved programs during the scheduled work day, pursuant to Article VI.A, will not be voluntary.
2. Teachers assisting in delivering staff development experiences and programs to their colleagues, when approved by the Superintendent, will receive letters of commendation for their efforts. Such letters will become a part of their personnel file.

C. Professional Days for Staff Development/ In-Service --

1. The Board will allow a minimum of seventy-five (75) days for staff development. These days may be used for conferences, workshops or in-service from July 1 through June 30 when approved by the Superintendent or his designee. At the end of each school year, the Superintendent or his designee will give the MTA president an accounting of how these days have been used.
2. The teacher will submit a completed request form to the Superintendent or his designee, which will include a statement of the maximum cost of the conference or workshop. The request may be approved or denied by the Superintendent or his designee, including on the basis of cost. If approved, the maximum cost as set forth in the statement, or the lower actual cost, will be paid by the District.

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3. Prior to reimbursement of expenses incurred, the teacher will submit a written summary report of his or her experience. This report will be distributed to members of the staff, by the District at District expense, as determined by the Superintendent or his designee.
4. It will be the principal's responsibility to provide an opportunity for the teacher to report to the faculty of his or her building on this experience if the teacher wishes to present his or her report orally to the building staff and the principal agrees.

D. In-Service Salary Credit

1. Teachers requesting salary credit for in-service courses must receive prior approval from the Superintendent. Only those courses which are directly applicable to the teacher's assignment will be considered for approval.
2. Teachers participating in such courses shall meet the attendance and academic requirements of the sponsoring school. Payment for such courses shall be in accordance with the salary schedule, one (1) credit hour given per fifteen (15) class hours.
3. When courses are offered either for in-service or graduate credit, teachers opting for in-service credit will receive one-half the number of credits authorized by the accredited college or university.
4. The limitation on graduate and in-service credits may be waived at the discretion of the Superintendent when a course is offered which is deemed useful or necessary in upgrading individual teacher skill.

ARTICLE V -- PROFESSIONAL COMPENSATION

- A. Salary Schedule -- The salary schedule for teachers covered by this Agreement for 2002-03 is set forth in Appendix A1, which is attached to and incorporated into this Agreement. The salary schedule for 2003-04 is set forth in Appendix A2, which is attached to and incorporated into this agreement. The salary schedule for 2004-05 is set forth in Appendix A3, which is attached to and incorporated into this agreement. The salary schedule for 2005-06 is set forth in Appendix A4, which is attached to and incorporated into this agreement. The salary schedule for 2006-07 is set forth in Appendix A5, which is attached to and incorporated into this agreement.
- B. Salary Schedule Related to Article VI -- The salary schedule is based upon the agreements as specified under Article VI entitled "Teachers' Work Day, Teaching Loads and Assignments," over the forty-week academic year consisting of 180 days of student instruction and 2 Superintendent conference days from September through June.
- C. Extracurricular and Coaches Salary Schedules -- Teachers engaged in activities enumerated in Appendix B, attached to and incorporated into this Agreement, shall be compensated as specified for each activity.
- D. Released Time Grievance/Negotiations -- A teacher who is engaged during the school day in any professional grievance procedures or negotiating procedures which are scheduled by the Board or the administration shall be released from regular duties without any pay loss or penalties.
- E. Mileage Rates -- A teacher who is required as a part of his or her assigned job on a regular basis to use his or her own vehicle for transportation in order to perform his or her duties shall be reimbursed at the maximum allowable IRS rate.
- F. New Teacher Hiring Rate -- New teachers hired will be placed at a step on the salary schedule to be determined at the sole discretion of the Board.
- G. Pay Schedule/Recess Periods -- When a regular pay day occurs within a recess period during the school year, that pay day shall be advanced to the last day prior to the beginning of the said recess period for teachers starting employment in September of the current school year.
- H. Calendar Review -- The starting school date, ending date, vacation periods, legal paid holidays, and the number of pupil attendance days will be reviewed annually by the Board and the MTA. The recommendations of the MTA shall be considered before county level meetings and before any teacher salary agreements for the year in question are distributed. Supplementary modifications as needed will be subject to review by the MTA prior to adoption by the Board.

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- I. Pay Schedule -- Pay dates for professional employees on ten (10) months service will be distributed to all staff members by opening day of school annually. Checks to be issued on the final pay date in June will include any balance of pay due for the current school year. Each staff member may elect to receive paychecks in installments of 1/26 or 1/22 of his or her annual salary. This option may be exercised annually but no later than September 1 for employees on ten (10) months service and no later than July 1 for employees on eleven (11) or twelve (12) months service. Paychecks will be available to teachers on Thursdays at the end of the workday.
- J. Ticket Sellers, Bus Chaperones -- Teachers acting as ticket sellers, crowd control supervisors, and bus chaperones for interscholastic athletic events shall be paid at the rate of:

Ticket Sellers 2002-2007 Contract				
2002-03	2003-04	2004-05	2005-06	2006-07
\$78.06	\$78.06	\$80.83	\$83.66	\$86.42

- K. Coaching Pay --
1. All coaching checks shall be distributed as soon as possible following the close of such seasonal sports.
 2. The Athletic Director shall be responsible for the distribution of coaching checks following the completion of normal checkout procedures by coaches.
- L. Approval of Graduate Courses --
1. No prior approval by the Superintendent is required for a staff member to enroll in a graduate course which is part of his or her permanent certification program or which is in a degree program within his or her area of certification in an accredited university or college. Teachers are expected to review such degree programs with the Superintendent prior to matriculation.
 2. All other graduate courses must be approved by the Superintendent in accordance with the following guidelines:
 - a. Courses focusing on teaching methodology and competencies within the teacher's assignment area. The Superintendent shall have the right to disapprove courses which are repetitive.
 - b. Courses requested by the school district for a particular teacher will be approved for salary credit.

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- c. All courses for salary credit must be designated as "graduate" by an accredited college or university.
 - d. No course credit will be allowed for college proficiency examinations.
 - 3. Official transcripts or original grade reports shall be submitted to the District office prior to October 1 (for courses completed during the spring semester or summer semester) in order to receive salary adjustment during the current year.
 - 4. Graduate credits submitted for compensation by October 1 shall be remunerated at full credit for the current school year. Graduate credits submitted for compensation by March 1, shall be remunerated at one-half the normal graduate credit rate during the second half of the school year.
- M. National Board Certification (NBC) Program
- 1. Teachers making an application for National Board Certification by the National Board for Professional Teaching Standards, may request financial assistance from the District by notifying the Superintendent of Schools in writing prior to submission of the application for National Board Certification (NBC). Application assistance shall be provided by the District as follows:
 - a) Upon completion of the NBC, the District shall reimburse the certified teacher for all out of pocket application costs.
 - b) Following acceptance into the NBC program, the District may provide leave with pay to the applicant in order to meet certification requirements. Such leave shall be granted at the Superintendent's discretion.
 - 2. Upon attainment of the NBC, the District shall increase the teacher's annual compensation by \$3,500 above the contractual salary due the teacher. The \$3,500 stipend shall be paid annually and continue from year to year for a period of ten (10) years, coinciding with the duration of the period of NB Certification. The District may request that the NBC teacher perform an additional twenty (20) hours of work such as described below in any year during which the \$3,500 stipend is being paid:
 - leading educational seminars
 - demonstrating teaching techniques
 - in-service instruction
 - directly assisting teachers in classroom techniques
 - conducting presentations to community groups, service organizations, PTO's, Board of Education meetings, educational TV, or similar activities.
 - 3. Additional time may be requested and provided by agreement between the NBC teacher, the MTA and the District, in exchange for release time from duties or teaching or additional compensation.

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4. Teachers holding NBC shall not be used to evaluate any member of the District's pedagogical staff.
5. Teachers receiving reimbursement for application costs from the District shall remain in the employ the District for a minimum of three (3) years following receipt of the NBC. Should the teacher leave the employ of the District prior to the end of the three year period, Any District application payments to the departing NBC teacher shall be deducted from the NBC teacher's final paycheck.
6. The National Board Certification (NBC) Program is open to all Teaching and Professional Personnel using the same criteria as stated in Article V Section M.

- N. Adult School/Home Tutoring -- Teachers employed in the Adult School or in tutorial service shall be compensated at the hourly rate of:

Adult School/Home Tutoring 2002-2007 Contract				
2002-03	2003-04	2004-05	2005-06	2006-07
\$35.30	\$35.30	\$36.55	\$37.83	\$39.09

- O. Long Term Substituting -- Teachers employed as substitutes to replace teachers on leave shall be paid at the per diem rate for substitute teachers until the completion of thirty (30) consecutive working days of such substitute service and thereafter shall be paid on a per diem basis for each day worked at a rate to be determined by where the substitute teacher would be placed on the salary schedule if he or she were a regular teacher. At the discretion of the Superintendent, the thirty-day period may be reduced.

ARTICLE VI -- TEACHERS' WORK DAY, TEACHING LOADS AND ASSIGNMENTS

- A. Teacher Work Day -- The teacher work day for all full-time teachers shall not exceed seven and one-half (7 1/2) hours per day allocated as follows:

1. Elementary Schools: (Grades K through 5)

- | | |
|--------------------------|--|
| a) Instructional time: | Five and one-half (5 1/2) hours, |
| Duty free lunch periods: | Forty (40) minutes |
| Preparation time: | At least forty (40) minutes each of five (5) days. |

Remaining time may be used as needed and allocated by the respective building principals for the following purposes:

- Instructional preparation
- Extra help periods
- Report card conferences with parents
- Professional improvement
- Extracurricular sponsorship
- Early arrival and post-class duties
- Weekly curriculum and grade level meetings
- Monthly Faculty Meetings

Physical Education teachers shall sponsor an intramural sport session (minimum of twenty-four (24) hours and maximum of fifty (50) hours) as part of the normal teaching load instead of sponsoring a minor activity.

In addition to the last day of school, elementary teachers will have two (2) half days without students during the last week of school. The student-free time will be provided for the teachers to attend to any necessary end-of-the-year in school details. The scheduling of these half days will be at the discretion of the elementary school principals. It is understood that the same half days will be scheduled district-wide.

b) Academic Intervention Services - Elementary Schools Grades K through 5

At the Elementary School additional academic help will be provided to students during the regularly scheduled school day. The following parameters would exist:

- The ratio of student to teacher would never exceed 5:1, thus keeping the tone of a tutorial
- The teacher on an as needed basis would choose students.
- Those students currently receiving remedial services during the day will only qualify for the tutorial if time and space are available.
- The teacher will keep an attendance sheet for each session.
- This assignment during the day would be in place of AIS after school.
- Extra help will be maintained one day per week as per contract.

c) Use of Technology (Elementary) Grades K-3

A committee of elementary teachers and administrators will explore the appropriateness of maintaining in electronic format, interim reports, attendance, homework assignments and report card grades. Electronic curriculum mapping is an ongoing district initiative.

d) Use of Technology (Elementary) Grades 4 and 5

Teachers will maintain in electronic format, attendance, homework assignments and report card grades. Posting of upcoming assignments such as tests, quizzes, and other graded activities will be entered in a timely manner. Electronic curriculum mapping is an ongoing district initiative.

2. Middle School: (Grades 6 through 8)

a) Five (5) teaching periods

One (1) duty assignment period

One (1) instructional preparatory period

One (1) duty free lunch period

Remaining time may be used as needed and allocated by the building principal for the following purposes:

- Faculty, department, and curriculum meetings
- Post-class duties
- Professional improvement
- Proctoring
- Special programs

The Superintendent of Schools may alter the middle school schedule/ program as needed and determined appropriate by the Superintendent with notice of intent to change being provided to the middle school staff on or before March 1 of the school year prior to the implementation of such change. Thereafter, the staff may provide input on the proposed change with the understanding that, by June 1, the Superintendent will give notice of his final determination as to the alteration of the schedule/ program. It is understood that any such alteration or change may be put into effect so long as the new schedule/ program does not result in middle school teachers exceeding the work load restrictions set forth in the agreement for high school teachers.

b) Academic Intervention Services - Middle Schools (Grades 6 through 8)

At the Middle School, team duties would be configured differently. Team would meet three days out of a five-day cycle. Team members then would take turns providing academic help to team students in a learning lab situation on the remaining two days on a rotational basis.

The following parameters would exist for AIS:

- It would be on a rotational basis. That is, two team teachers would man the learning center at all times. When team teachers are not manning the learning center, they will be given additional prep time, generally on a two for two basis.
- The ratio of student to teacher would never exceed 5:1, thus keeping the tone of a tutorial.
- Students will sign in for attendance purposes.
- The guidelines of the present AIS memorandum of agreement would be maintained, but at no cost to the district.
- Those students currently receiving remedial services during the day will only qualify for the tutorial if time and space are available.

c) Use of Technology (Secondary) Grades 6 through 12

Teachers will maintain in electronic format, interim reports, attendance, homework assignments, and report card grades. Upcoming assignments such as tests, quizzes, and other graded activities will be entered in a timely manner. Electronic curriculum mapping is an ongoing district initiative.

3. High School: (Grades 9 through 12)

a) Five (5) teaching periods

One (1) duty assignment period

One (1) instructional preparatory period

One (1) duty free lunch period

Remaining time one (1) extra-help or make-up period and one (1) minor activity sponsorship (see Appendix B) per week one (1) hour

Remaining time may be used as needed and allocated by the Building principal for the following purposes:

- Faculty, department, and curriculum meetings
- Post-class duties
- Professional improvement
- Proctoring
- Special programs
- One additional extra-help period per week upon the recommendation of the principal in consultation with the department chair

b) Academic Intervention Services - High Schools (Grades 9 through 12)

At the High School there will be an additional duty from which to choose. It will be providing academic help to students in a learning lab situation. The following parameters would exist:

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- It would be voluntary on the part of the teacher for one quarter. If no teacher volunteers, he/she may be assigned, but only for one quarter.
- It would be on a one for one basis. That is, for each quarter of academic intervention given, there would be one quarter of no duty; that is, additional prep.
- The ratio of student to teacher would never exceed 5:1, thus keeping the tone of a tutorial.
- Students would not be assigned.
- Students will sign in for attendance purposes.
- The guidelines of the present AIS memorandum of agreement would be maintained, but at no cost to the district.
- Those students currently receiving remedial services during the day will only qualify for the tutorial if time and space are available.

c) Use of Technology (Secondary) Grades 6 through 12

Teachers will maintain in electronic format, interim reports, attendance, homework assignments, and report card grades. Upcoming assignments such as tests, quizzes, and other graded activities will be entered in a timely manner. Electronic curriculum mapping is an ongoing district initiative.

d) Alternative Scheduling at the High School

Alternative Scheduling Guidelines

- A Time Committee must exist, made up of at least one representative from every department at the high school.
- Minutes will be taken and distributed to all members of the high school staff after each meeting.
- Input from any and all staff members will be encouraged.
- Consensus must be reached at each level of the plan.
- Once a schedule is drafted, it will be distributed and posted for all members of the staff to review.
- When the team reaches consensus, the plan will be put into place for all members of the staff to review.
- A presentation will be made to the entire staff, explaining the schedule.
- Once a plan is put into place for one year, staff will evaluate its effectiveness, choosing to remain with the present plan, modify the present plan, or return to the previous schedule.

e) LAKE Alternative Instructional Program (Grades 9 through 12)

- 10:30 – 11:30 – Instructional preparatory period
- 11:39 – 12:21 – Duty assignment period/Common Team Planning
- 12:25 – 1:07 – Lunch
- 1:11 – 1:53 – Individual Instruction

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- 1:55 – 5:00 – Instructional Assignment
- Remaining time one (1) extra-help or make-up period and one (1) minor activity sponsorship (see Appendix B) per week.

Remaining time may be used as needed and allocated by the Building Principal for the following purposes:

- Faculty, department, and curriculum meetings;
- Post-class duties;
- Professional improvement;
- Proctoring;
- Special programs;
- One (1) additional extra-help period per week upon the recommendation of the Principal in consultation with the Department Chair.

It is understood that the 5-1-1-1 clause is waived for this program.

It is further understood that, so long as the program continues, there are to be no involuntary transfers to the LAKE Program.

B. Teacher Duties -- The teacher's duties include the following over the forty-week school year:

1. Elementary Schools evening duties:

- a) One (1) grade level orientation program or Back to School night, except that if a teacher is assigned to two buildings he or she shall attend Back to School night at both buildings.
- b) One (1) parent and teacher organization meeting.
- c) Report card conferences during the 10th, and 30th school week to handle situations in which parents cannot be scheduled during the afternoon.
- d) Chaperoning – See Article VI, Section C.

2. Elementary Schools Parent Conferences:

Elementary teachers will have two (2) half-days for parent conferences in the fall and two half days in the spring.

3. Middle School evening duties:

Same as high school less 4.d on the next page.

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4. High School evening duties:

- a) One (1) Back to School Night, except that if a teacher is assigned to two buildings he or she shall attend Back to School night at both buildings.
- b) One (1) parent and teacher organization meeting.
- c) Chaperoning - See Article VI, Section C.
- d) Graduation for chief senior and junior advisors.

C. Chaperoning - All buildings:

- 1. Chaperoning will be voluntary and teachers may sign up for it. However, if there are no volunteers for a particular event, then teachers may be assigned up to two (2) assignments per year.
- 2. Teachers who chaperone overnight trips will be paid the per night rate up to the maximum even if the trip exceeds two (2) nights.
- 3. Any chaperoning assignment, which is not an overnight assignment, shall be paid at the chaperone rate up to a limit of four (4) hours.

Chaperones 2002-2007 Contract				
2002-03	2003-04	2004-05	2005-06	2006-07
\$28.80	\$28.80	\$29.80	\$30.85	\$31.87

Over-Night Chaperoning 2002-2007 Contract					
2002-03	2003-04	2004-05	2005-06	2006-07	
\$119.41	\$119.41	\$123.65	\$127.98	\$132.24	rate per night
\$238.82	\$238.82	\$247.30	\$255.96	\$264.48	maximum

- D. Reassignment -- Teachers will not be reassigned to different teaching assignments without consultation. Mutual agreement will be sought wherever possible before reassignment.
- E. Administrative Duties -- It is acknowledged that the primary duty and responsibility of the teacher is to educate and to remain with the assigned students and that the organization of the school, the school day and the orientation of the teacher should be directed at insuring that the energy of the teacher is utilized to this end. Each building administrator and each building staff will jointly examine and review annually the types of duties performed by teachers in order to insure that the duties performed fall within the philosophy enunciated in this article.

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It is agreed that no teacher assigned to the Middle School or High School will receive more than two (not necessarily consecutive) quarter-year cafeteria supervision assignments as a duty period, unless that teacher voluntarily agrees to the additional cafeteria supervision duty. Should a Middle School or High School teacher volunteer for more than two quarter-years of cafeteria supervision as a duty period, that teacher will be compensated at the rate of:

Cafeteria Coverages 2002-2007 Contract				
2002-03	2003-04	2004-05	2005-06	2006-07
\$19.66	\$19.66	\$20.36	\$21.07	\$21.77

for every period over the initial two quarters. Cafeteria duty may be alternated with hall duty and/or supervision of study hall.

The MTA and the District will send representatives to meet and discuss difficulties with duty assignments at the Middle School and the High School at least once during the life of the contract.

- F. Class Size -- Both parties will work together to explore all possible resources to adjust and to resolve problems that arise concerning class size with a mutual regard for the needs of the District, the teachers and the pupils. It is agreed that the Association will appoint a committee representative of all school levels for the above purposes to meet and work jointly with the Superintendent and/or his or her designees. This group will meet annually in October and on a continuing basis through the year as specific needs arise. Both parties agree that this joint committee will make recommendations with a view toward achieving class sizes that will make for maximum learning and teaching effectiveness. In no case shall class size be interpreted so as to eliminate experimental programs. Such experimental classes shall be an outgrowth of teacher-administration curriculum development. The Board and the MTA agree not to exceed a maximum ratio of pupils to total professional staff of 21.25 to 1.
- G. Secondary Schools -- Coverage for Absent Teachers -- The secondary schools instructional staff will be responsible for coverage of classes as follows:
1. It is understood that "coverage of classes" involves actively satisfying the plans left by the absent teacher.
 2. Every teacher, upon request by the building principal, will be required to provide coverage for twenty (20) class periods per annum. Teachers providing such coverage will be compensated at the rate of:

Class Coverages 2002-2007 Contract				
2002-03	2003-04	2004-05	2005-06	2006-07
\$19.66	\$19.66	\$20.36	\$21.07	\$21.77

per classroom period.

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3. Teachers are free to volunteer to cover classes beyond the required number of periods outlined above. In the event of such voluntary coverage, the teacher will be compensated at the rate of:

Class Coverages 2002-2007 Contract				
2002-03	2003-04	2004-05	2005-06	2006-07
\$24.56	\$24.56	\$25.44	\$26.33	\$27.20

per classroom period.

4. The District may for long term absences of a teacher assign other teachers to fill that long term absence a) in lieu of the teacher's duty period, b) with the consent of the union and the involved teacher(s), and c) with a compensation of one sixth (1/6) of the covering teacher's salary for the period of assignment.
5. The following are long term absences to which the paragraph above (4) applies: any coverage where the covering teacher is assuming the role and/or duties of primary instructor even though the absent teacher may still be the teacher of record, or any coverage(s) for a teacher which exceeds twenty (20) working days.
6. The MTA and the District agree to have representatives meet and discuss the progress of this class coverage arrangement at least once per year of this Agreement.
7. Should the sixth grade program in the Middle School be configured in a departmental-type structure, then sixth, seventh, and eighth grade classes will be subject to the same class coverage responsibility by all members of the Middle School faculty on the same basis as outlined above.

H. Outdoor Education Program

1. Three coordinators shall be appointed whose duties shall be to plan, operate, and direct the program. The stipend for each of these three coordinators shall be:

Outdoor Education Coordinators 2002-2007 Contract				
2002-03	2003-04	2004-05	2005-06	2006-07
\$206.57	\$206.57	\$213.91	\$221.40	\$228.76

2. Any dispute between teachers and coordinators shall be referred to the Assistant Superintendent for Curriculum and Personnel for resolution. Such an appeal will not abrogate the original rights guaranteed the teachers by this agreement. The coordinator position shall be posted as per this Agreement.

I. Chairperson and Coordinator Positions --

1. The following chairperson positions are established: English (6-12), Social Studies (6-12), Mathematics (6-12), Science (6-12), Foreign Language (7-12), Business (7-12),

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Home Economics/Industrial Arts (7-12), Art (K-12), Music (K-12), Computer Education (K-12), Physical Education and Athletics (K-12), Special Education (6-12).

2. The following coordinator positions are established: Elementary School.
3. Chairperson and coordinator appointments are for one year. The Board at its discretion may choose not to fill one or more of the positions and to leave the position or positions vacant.
4. Chairpersons may be assigned up to four classes of instruction.
5. Salaries for chairpersons/coordinators shall be as follows: English, Social Studies, Mathematics, Science, Special Education:

2002-03	2003-04	2004-05	2005-06	2006-07
\$5,075	\$5,247	\$5,434	\$5,624	\$5,811

Salaries for Foreign Language, Business, Home Economics/Industrial Arts, Art, Music, Computer Education, Physical Education and Athletics, Elementary School Coordinator:

2002-03	2003-04	2004-05	2005-06	2006-07
\$4,584	\$4,740	\$4,908	\$5,080	\$5,249

If service as chairperson/coordinator is commenced after November 1 of any year, the salary shall be prorated.

J. Other Instruction - Staff Development, AIS, Future Bound, etc.

In the event that instructional work outside of the regular teaching day is instituted by the District and not specified in another section of this Agreement, such other instructional opportunities shall be posted and made available to members of the MTA unit on a voluntary basis.

Other instruction compensation shall be based on academic period rates and hourly rates as set forth below:

Other Instruction					
Year	2002-03	2003-04	2004-05	2005-06	2006-07
Per Period	\$37	\$38	\$40	\$41	\$43
Per Hour	\$50	\$51	\$53	\$55	\$57
AIS Staff Development Future Bound					

ARTICLE VII -- REGISTERED NURSES

- A. Salary Schedule -- Registered Nurses are included in the base column salary schedule only, steps 1 to 7.

REGISTERED NURSES SALARY SCHEDULE					
	2002-03	2003-04	2004-05	2005-06	2006-07
STEP 1	\$36,613	\$38,427	\$40,464	\$42,657	\$44,852
STEP 2	\$38,173	\$40,039	\$42,134	\$44,385	\$46,637
STEP 3	\$40,257	\$42,195	\$44,366	\$46,695	\$49,025
STEP 4	\$42,116	\$44,116	\$46,356	\$48,754	\$51,153
STEP 5	\$44,291	\$46,366	\$48,685	\$51,165	\$53,644
STEP 6	\$46,750	\$48,908	\$51,317	\$53,889	\$56,459
STEP 7	\$49,344	\$51,591	\$54,095	\$56,765	\$59,430

Step Increments shall be paid where appropriate.

REGISTERED NURSES LONGEVITY SCHEDULE (DOES NOT ACCUMULATE)					
YEAR	2002-03	2003-04	2004-05	2005-06	2006-07
15	0	550	650	750	750

- B. Staff Development -- For Registered Nurses, only paragraph A of Article IV (In-Service Training/Staff Development) is applicable. However, the following provision applies to them:

Registered Nurses taking Superintendent-approved job-related courses shall have the tuition and all other legitimate course expenses paid by the Board.

- C. Applicability of Agreement -- The following Articles in this Agreement are applicable to Registered Nurses, except as noted: II (Teacher Rights), III (Association Rights); IV (In-Service Training/Staff Development) as modified above; V (Compensation) as described above eliminating Sections A, C, J, K, L, M, N and O; the following sections of Article V remain applicable as written: B, D, E, F, G, H and I; Article VI (Work Day, Loads and Assignments) Section A is written except that teacher preparatory periods do not apply but, instead, a 20-minute daily coffee break is included for nurses. Sections B and C are applicable. However, sections D, E, F, and G are not applicable. The following Articles stay as written: VIII, IX, X, XI, XII, XIII, XIV, XV, and XVI. Appendix A is not applicable to Registered Nurses.

ARTICLE VIII -- VACANCIES, PROMOTIONS, TRANSFERS

A. Vacancies and Promotions

1. Whenever any vacancy in any educational position in the District, full time, part time, paid extra curricular or summer school, shall occur, the Board shall give written notice to the MTA for posting. No vacancies shall be permanently filled until fourteen (14) days after such notification unless a shorter period of time is indicated on the notification.
2. The posted notice of each vacancy shall include a job description, stating the desired requirements for the position.
3. In filling such vacancy, the Board agrees to give the due weight to the length of time each applicant has been in the School District as an employee, as long as all other qualifications are equal. The Board declares its support of a policy of promotion from within its own teaching staff.

B. Transfers and Position Openings

1. List of positions open for the coming school year shall be given to the MTA within two (2) weeks after the recommendation for openings from administrators are approved by the Board.
2. Any teacher who shall be transferred to a supervisory or administrative position and shall later return to a teacher status shall be entitled to retain such rights as he or she may have had under this Agreement, prior to such transfer to supervisory or administrative status.

C. Summer School Positions -- A teacher holding a summer school position shall not lose his or her right to retain such position following his or her acceptance of any government grants (such as N.D.E.A. or N.S.F.).

A teacher holding a summer school position may take a leave of absence from the position without the loss of seniority rights to the position. The teacher would retain the right to return to the position the following summer. Application for such leave must be made to the Superintendent by May 30 of the year for which the leave is requested, unless this date is waived by the Superintendent.

Summer school teachers will be granted one (1) sick day per year. Such sick days may be accumulated up to three (3) days and shall be maintained separately from accumulated sick leave during the regular school year.

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a) Secondary Summer School Schedules

Summer school teachers, upon initial hire, shall be placed on Step 1 of the Summer School salary schedule. Placement beyond Step 1 shall reflect actual years of summer school teaching experience in the Mahopac Central School District.

Secondary Summer School 2002-2003				
Step	BA	Per diem	MA	Per diem
BASE	36,613	1/26	42,845	1/26
1	4,284	164.76	5,013	192.80
2	4,284	164.76	5,013	192.80
3	4,284	164.76	5,013	192.80
4	4,760	183.07	5,570	214.13
5	4,760	183.07	5,570	214.13
6	4,998	192.22	5,848	224.94
7	4,998	192.22	5,848	224.94
8	4,998	192.22	5,848	224.94
9	4,998	192.22	5,848	224.94
10	5,236	201.37	6,127	235.65

Secondary Summer School 2003-2004				
Step	BA	Per diem	MA	Per diem
BASE	38,427	1/26	44,948	1/26
1	4,496	172.92	5,259	202.27
2	4,496	172.92	5,259	202.27
3	4,496	172.92	5,259	202.27
4	4,996	192.14	5,843	224.74
5	4,996	192.14	5,843	224.74
6	5,245	201.74	5,862	224.98
7	5,245	201.74	6,135	236.98
8	5,245	201.74	6,135	236.98
9	5,245	201.74	6,135	236.98
10	5,495	211.35	6,428	247.21

- b) Summer school teachers who teach only one class period shall be compensated at one half of the above rate.
- c) Secondary Summer School per diem obligations are:
- 23 days of classroom instruction, two 2-hour class periods per day
 - 1 review day
 - 1 examination day
 - 1 day of either registration or Regents examination proctoring or grading
 - Total: 26 days

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Secondary Summer School 2004-2005				
Step	BA	Per diem	MA	Per diem
BASE	40,464	1/26	47,335	1/26
1	4,734	182.09	5,538	213.01
2	4,734	182.09	5,538	213.01
3	4,734	182.09	5,538	213.01
4	5,260	202.32	6,154	236.68
5	5,260	202.32	6,154	236.68
6	5,523	212.44	6,461	248.51
7	5,523	212.44	6,461	248.51
8	5,523	212.44	6,461	248.51
9	5,523	212.44	6,461	248.51
10	5,786	222.55	6,769	260.34

Secondary Summer School 2005-2006				
Step	BA	Per diem	MA	Per diem
BASE	42,567	1/26	49,881	1/26
1	4,980	191.55	5,836	224.46
2	4,980	191.55	5,836	224.46
3	4,980	191.55	5,836	224.46
4	5,534	212.84	6,485	249.41
5	5,534	212.84	6,485	249.41
6	5,810	223.48	6,809	261.88
7	5,810	223.48	6,809	261.88
8	5,810	223.48	6,809	261.88
9	5,810	223.48	6,809	261.88
10	6,087	234.12	7,133	274.35

- d) Summer school teachers who teach only one class period shall be compensated at one half of the above rate.
- e) Secondary Summer School per diem obligations are:
- 23 days of classroom instruction, two 2-hour class periods per day
 - 1 review day
 - 1 examination day
 - 1 day of either registration or Regents examination proctoring or grading
 - Total: 26 days

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Secondary Summer School 2006-2007				
Step	BA	Per diem	MA	Per diem
BASE	44,852	1/26	52,428	1/26
1	5,248	201.83	6,134	235.93
2	5,248	201.83	6,134	235.93
3	5,248	201.83	6,134	235.93
4	5,831	224.26	6,816	262.14
5	5,831	224.26	6,816	262.14
6	6,122	235.47	6,816	275.25
7	6,122	235.47	7,156	275.25
8	6,122	235.47	7,156	275.25
9	6,122	235.47	7,156	275.25
10	6,414	246.69	7,497	288.35

- f) Summer school teachers who teach only one class period shall be compensated at one half of the above rate.
- g) Secondary Summer School per diem obligations are:
 - 23 days of classroom instruction, two 2-hour class periods per day
 - 1 review day
 - 1 examination day
 - 1 day of either registration or Regents examination proctoring or grading
 - Total: 26 days
- h) Elementary summer school shall consist of a number of days to be determined by the administration. Each daily session shall consist of one (1) 3-hour session. Elementary summer school teachers shall be compensated at three fourths ($\frac{3}{4}$) the rate set forth in a. above.
- i) Any additional days worked by a summer school teacher shall be compensated at the applicable per diem rate.
- j) The summer school teaching staff shall have input regarding the summer school calendar for summer school sessions.

D. Curriculum Work

Curriculum work shall be based on a four hour work day. Payment for per diem curriculum work shall be based on the teacher's placement on the MTA salary schedule. Teachers on steps one (1) through three (3) shall be placed on payment Schedule "A" below. Teachers on step 4 or higher, shall be placed on Schedule "B" below.

Per Diem Curriculum Rate 2002-2007 Contract Schedule A (Steps 1, 2, 3)					
	2002-03	2003-04	2004-05	2005-06	2006-07
Without MA	\$164.76	\$172.92	\$182.09	\$191.55	\$201.83
With MA	\$192.80	\$202.27	\$213.01	\$224.46	\$235.93

Per Diem Curriculum 2002-2007 Contract Schedule B (Steps 4+)					
	2002-03	2003-04	2004-05	2005-06	2006-07
Without MA	\$183.07	\$192.14	\$202.32	\$212.84	\$224.26
With MA	\$214.23	\$224.74	\$236.68	\$249.41	\$262.14

ARTICLE IX -- LEAVE ALLOWANCE

All regularly employed teachers shall be eligible for leave allowance as hereinafter provided. Per diem rate of pay at the rate of 1/200th of annual salary based on the forty-week schedule will be deducted for approved absence beyond allowed or accumulated entitlement provided with pay, or for unauthorized absence not approved. All approved leaves shall be subject to contract provisions in effect at the time of leave approval by the Board.

- A. Sick Leave -- All teachers are allowed sick leave without loss of salary for a total of fifteen (15) working days in any school year. If any teacher does not use the full amount of sick leave allowed, the amount not used shall be accumulated from year to year, with no ceiling on the accumulation.

Absences, deductible from the allowed and cumulative sick leave may be approved by the Superintendent for the following reasons:

1. Illness or injury - Teachers absent for more than three (3) consecutive school days because of personal illness may be required to submit a doctor's certificate to the building principal upon return to duty. If an injury is job related, when and if so decided by the Workers' Compensation Board, sick leave used by the teacher will be restored to the teacher when the compensation pay is turned over to the Board. This provision shall not apply if the injury is permanently disabling.
2. Serious illness to immediate family - Serious illness applies to immediate family and shall be construed to mean any illness or injury which a doctor considers to be of such a nature as to require the employee's absence. The teacher may be required to submit a written statement explaining such absence and substantiated by a doctor's certificate when such absence extends beyond three (3) consecutive days. Immediate family includes the teacher's spouse, children, parents, parents-in-law, sister, brother, grandparents or any person for whose financial or physical care he or she is principally responsible.
3. Quarantine - Teachers absent by reason of quarantine imposed by a doctor's order due to illness caused by a contagious disease of a resident member of the household will submit a doctor's certificate explaining the order. Absence will be approved for the duration of the quarantine.

- B. Sick Leave Bank -- A Sick Leave Bank (SLB) is hereby established to provide protection against the economic effects of long term illnesses or accidents. To this end the following is provided:

1. Contributions to the SLB
 - a) Each newly hired tenure track teacher will contribute one (1) sick leave day to the SLB which shall be deducted from the fifteen (15) allowable sick leave days

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granted teachers. (Includes all non-tenured and September 1, 2002 tenured teachers)

- b) The District shall contribute one hundred (100) days to the SLB effective July 1, 2002.

2. Administration of the SLB

The SLB shall be administered by a SLB Governance Committee comprised of two members selected by the MTA and two members selected by the Superintendent of Schools. The role of the SLB Governance Committee shall be to establish SLB procedures implementing the language herein and to administer the dispensation of any SLB days.

3. Eligibility Rules for SLB days

Eligibility for SLB days shall be based on the following:

- a) Teachers first must expend all annual and accumulated sick leave.
- b) Applicants for SLB days should make application for SLB days as soon as it becomes apparent the teacher will expend all of his or her sick leave days in order to allow time for the Committee to act on the teacher's request and to insure continuity of income.
- c) All SLB day requests must be in writing and on a form prescribed by the SLB Governance Committee setting forth the condition(s) necessitating use of SLB days and granting a release to the Committee to communicate directly with the teacher's medical provider(s).
- d) SLB days shall be granted in blocks of ten (10) days, but the SLB Governance Committee may alter the above at its discretion.
- e) The SLB Governance Committee may require periodic medical updates be provided by the teacher. Failure to provide requested information may jeopardize or delay granting of additional SLB days.

4. SLB days vs. Sick Leave days

The standards for granting of SLB days are more strict than the granting of sick leave on a per diem basis. Applicants may be denied SLB days unless the illness or accident meets one or more of the following conditions:

- a) The teacher is hospitalized or bedridden.

- b) The teacher is certified by his or her doctor as not physically or mentally capable to perform the duties normally expected of the teacher's position, and is virtually housebound.
- c) The teacher is quarantined by order of a doctor or otherwise has a condition deemed hazardous to the health of others.
- d) The SLB Governance Committee finds criteria not listed above warrants the granting of SLB days.

5. SLB Applicant's Responsibilities

SLB days shall not be granted to any teacher who is unable to provide medical evidence or certification that he or she is unable to perform the normal duties of his or her job as a teacher. Failure of the SLB applicant to provide the Committee access to medical personnel or failure by the teacher's doctor to provide the required certification, may jeopardize or delay the granting of SLB days.

6. SLB Waiting Period

There shall be a waiting period required of all SLB applicants prior to the granting of any SLB days. Each applicant shall undergo a waiting period equal to six (6) days for each year of employment in Mahopac, with the total waiting period not to exceed sixty (60) days.

7. Maximum SLB Utilization

The maximum number of SLB days allowable for any teacher shall be equal to one full school year, or 200 days calculated at 1/200th of the teacher's salary, September through June.

- a) The utilization of SLB days may span more than one school year.
- b) A teacher may request SLB days on more than one occasion in the same school year or a later year for a recurrence of the past condition, or for another illness or accident. In such instances there shall be no additional waiting period required.
- c) The committee shall be empowered to grant up to ninety (90) additional SLB days to teachers who have previously used one full year of SLB time and who have served the Mahopac Central School District for at least fifteen (15) years. The use of those ninety (90) SLB days shall be limited to severe health conditions or accidents which result in the teacher being disabled, but not permanently disabled.

8. Purpose of the SLB

The SLB is designed to offer teachers who are capable of returning to work an income during the period of recovery from a serious illness or accident. The SLB is not designed to replace or supplement a teacher's income when that teacher would be classified as permanently disabled or when the teacher who would qualify for Social Security disability benefits or NYSTRS disability benefits. The teacher's doctor must reasonably certify that the teacher making application for SLB days will be likely to recover and will be able to return to work.

9. Authority of the SLB Governance Committee

- a) The SLB Governance Committee's decision on the dispensation of any and all SLB days shall be final and binding on all parties. The SLB applicant shall have the right to appeal an adverse decision of the SLB Governance Committee in the event the teacher is able to present additional or new medical information not previously considered by the Committee.
- b) The Sick Leave Bank provisions as set forth herein are not subject to the grievance procedure in this Agreement.

10. Replenishment of the SLB

In the event the number of SLB days held in the account of the SLB falls below one hundred (100) days, the SLB will be replenished by deducting one (1) sick leave day from each teacher. The number of teacher days will be matched by the District.

C. Personal Leave

1. In all cases, a personal leave form must be submitted to district office.
2. Personal leave shall be defined as leave necessary for the conduct of personal or legal business which cannot be conducted at any other time during the day or week except when the teacher is working.
3. Personal leave shall not be used to EXPRESSLY fill out or to extend vacations beyond scheduled school recesses (e.g. mid-winter, spring breaks).
4. Except for emergency situations, teachers shall make requests for personal leave days in writing to the principal at least three (3) days in advance of the anticipated absence.
5. There shall be a maximum of four (4) personal leave days granted per teacher per year.



6. Two (2) of the four (4) personal leave days shall be considered "emergency" days and granted without the requirement that a reason be given by the teacher.
 7. Two (2) of the four (4) personal leave days shall be granted with the requirement that the teacher specify the reason needed for personal leave.
 8. While the Superintendent of Schools and/or a designee shall have the right to approve or disapprove "reason needed" days, requests which include those reasons listed below shall be normally approved. The Superintendent may approve personal leave for other than those reasons listed below:
 - a) College or school enrollment or visitation
 - b) Graduation exercises for a member of the immediate family
 - c) Title VII (Religious observance)
 - d) Legal business, house closings, court appearances, etc.
 - e) Moving to another residence on the day movers make such move
 - f) Family marriages
 - g) Home or transportation emergencies
 - h) Death in non-immediate or extended family
 - i) Birth or adoption of a child
 9. No request for personal leave shall be unreasonably denied.
 10. This absence requires notification to sub-finder.
- D. Special Approved Absence -- the following special absences are approved as specified without loss of pay and are non-deductible from cumulative allowance.
1. Death in immediate family - Absence approved from time of death through day of burial. In the event of the death of a teacher's brother-in-law or sister-in-law, one day's absence is approved for attendance at the funeral.
 2. Jury duty - Notice of Jury duty must be submitted to the building principal. The jury fee, less specific expenses, shall be returned to the Board.
 3. Court and/or governmental agency appearance - The number of days necessary will be approved if one of the following conditions exists:
 - a) The School District is involved and the teacher is subpoenaed as a party or witness to the action.
 - b) The teacher is subpoenaed to appear as a witness to testify to facts and/or testimony of general interest before a Federal, State or County jury.

- c) The teacher is subpoenaed to appear before any Federal, State, County, Town or Village agency and is not subsequently convicted of the crime under investigation for which the subpoena has been issued.

Before compensation for the time is approved, the subpoena answered must be presented to the Superintendent or his designee along with a statement of the amount of time which was expended pursuant to the subpoena.

- 4. Selective Service physical examinations - Time necessary to take Selective Service physical examination.
- E. Leave for Family Hardship -- A tenured teacher whose family hardship extends beyond the period compensated under Sick Leave provisions (Article IX, Sec. A-2) shall be granted a leave of absence without pay for such a period of time which, in accumulation with paid sick leave absence, shall not exceed three (3) years. Within two (2) years, after commencement of sick leave, a teacher shall notify the Board of intent to return the following September. A teacher shall, upon return from leave during the same school year in which such absence commenced, at the teacher's request, be assigned to the same position held prior to taking leave. If the leave extends beyond the school year in which the absence commenced, he or she shall be returned to the same tenure area and be effective September of the next school year. Before a teacher returns from such a leave of absence, the Superintendent may require a certificate of good physical and/or mental health. A teacher on leave under this section must notify the Superintendent by March 1 of the year preceding his or her return whether or not he or she will return. If the teacher fails to notify the Superintendent he or she will be presumed to have resigned and the Board shall terminate the teacher's services.
- F. Child Care Leave -- A leave of absence without pay may not be refused for child care. Such leave must commence no later than ninety (90) days following the birth or adoption of a child. A teacher must make a request for child care leave at least three (3) months prior to the effective date. Child care leave is not to exceed two (2) years and is terminable only in February or September unless waived by the Board. The teacher shall give notice of his or her intention to return to employment in writing to the Superintendent by March 31 preceding the following September and by August 31 preceding the teacher's return to employment in February.

Teachers returning from child care leave shall retain all sick days accumulated prior to the granting of such leave.

- G. Military Leave -- Military Leaves of absence without pay shall be granted to any teacher who shall enter into active military service of the United States as defined by Military Law, Section 234. Teachers on military leave shall be given the benefit of any increments which could have been credited to them had they remained in active service to the school system, and all accumulated sick leave days acquired prior to entry into service will be reinstated.

H. Exchange Teaching

1. A teacher may apply to the Superintendent for exchange assignments for a period not to exceed one year in another country, following appointment to tenure.
2. Exchange leave may be granted by the Board on recommendation of the Superintendent.
3. A teacher being granted an exchange teaching leave of absence shall advance on the salary schedule as he or she would have advanced had he or she been employed in Mahopac School District.
4. Requests for a leave of absence for exchange teaching assignments shall be made in writing by the end of the first semester for leave beginning the following September.
5. A teacher on exchange leave shall confirm in writing to the Superintendent his or her intention to return to employment by March 31 preceding the following September.

I. Teaching for the United States Government --

1. A teacher may apply to the Superintendent for a teaching assignment with the United States Government for a period not to exceed two (2) years following appointment to tenure.
2. Such leave granted shall be without pay and may be granted by the Board on recommendation of the Superintendent.
3. A teacher granted such leave shall advance on the salary schedule as he or she would have advanced had he or she been employed in the Mahopac School District.
4. Requests for a leave of absence for such an assignment shall be made in writing by the end of the first semester for a leave beginning the following September.
5. A teacher on this leave shall confirm in writing to the Superintendent his or her intention to return to District active employment by March 31 preceding the following September.

J. Leave Without Pay -- The Board may grant leaves of absence without pay to teachers who apply for such leaves under whatever terms the Board finds to be just. Applications shall be made to the Superintendent. Applications shall contain the reasons for the request for leave. This section is intended to provide for extended leave time -- a semester or a year -- and not for short sequences for one (1) or several days. A teacher on leave under this section must notify the Superintendent by March 1 of the year preceding his or her return whether or not he or she will return. If the teacher fails to so notify the

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Superintendent, he or she will be presumed to have resigned and the Board shall terminate the teacher's services.

- K. Unauthorized Leave -- Unauthorized leave shall encompass any absence from duty not provided for in any other sections of this Article.

ARTICLE X -- HEALTH INSURANCE AND WELFARE FUND

A. Health Insurance --

1. The District agrees to furnish to all full-time members of the bargaining unit health insurance from the Putnam/Northern Westchester Health Consortium.
2. Active members of the bargaining unit represented by MTA shall contribute towards the annual cost of health coverage as per the following percentage amounts for either individual or family coverage:
 - a. 6.00% - effective July 1, 2002 through June 30, 2003.
 - b. 6.35% - effective July 1, 2003 through June 30, 2004.
 - c. 6.50% - effective July 1, 2004 through June 30, 2005.
 - d. 6.50% or 7.00% based upon declination savings explained below, effective July 1, 2005 through June 30, 2006.
 - e. 7.00% or 7.50% based on the declination savings explained below, effective July 1, 2006 through June 30, 2007.
3. All retirees, in perpetuity, will pay no more than five (5) percent of the appropriate premium. Should the cost or percentage go down, that reduction will be passed on to the retiree. No future changes to this article shall diminish the benefits granted herein to existing retirees by this article.
4. The Consortium's Benefits Governance Board shall have the sole power to determine the level of benefits provided by the Consortium. The Governance Board will have no power to alter the terms and conditions of this Agreement.
5. If, for any reason, the Consortium fails or otherwise cannot meet its fiscal responsibilities, The District will provide another comprehensive health plan agreed upon by the MTA and the District. The District will assure no break in coverage for members of the MTA bargaining unit.
6. If an employee selects an alternate available health plan, other than the Consortium, District premium costs shall be provided to those full-time members to the extent of the District's costs provided to those employees covered by the Consortium.
7. Members of the bargaining unit may decline health insurance coverage provided by the District according to the following:

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- a. A member declining FAMILY health coverage and opting for NO HEALTH COVERAGE provided by the District shall receive payments as set forth below. The annual declination payment shall be:

Year	Decline Family Opting for NO Health Coverage
2002-03	\$3,500
2003-04	\$3,500
2004-05	\$3,600
2005-06	\$3,600
2006-07	\$3,700

- b. A member declining FAMILY health coverage and opting for INDIVIDUAL COVERAGE provided by the District shall receive payments as set forth below. The annual declination payment shall be:

Year	Decline Family Opting for Individual Coverage
2002-03	\$2,000
2003-04	\$2,000
2004-05	\$2,100
2005-06	\$2,100
2006-07	\$2,200

8. Members declining health insurance coverage option 7.a., must show evidence that he or she is covered by a comprehensive health plan either as a dependent or as a subscriber.
9. In year one (2002-2003), the "Open Period" for members to decline health coverage shall be the month of September. In subsequent years (2003-2007) the "Open Period" for members to decline health coverage shall be the month of May. A new employee must elect to decline health coverage within thirty (30) days of initial employment. Payments for health declination shall be based on a twelve month year commencing on July 1, and lasting through the following June 30.
10. Members declining health coverage shall do so on an annual basis for the duration of one year and shall only be permitted to regain health coverage during that year due to a change in marital or family status. If health benefits are restored prior to the completion of the twelve (12) month declination period, payments by the District to the member and to the MTA Welfare Fund shall be prorated and payments shall be made only for the months health coverage was not provided to the member.
11. In the event the District generates savings amounting to \$80,000 or more in the 2004-05 contract year as set forth under 7., the teacher percentage contribution rate for the 2005-06 contract year shall remain at 6.50%. In the event the savings generated by health insurance declinations under 7. do not reach the \$80,000 savings level, the contribution

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rate will increase to 7.00% for 2005-06. In the event the District generates savings amounting to \$80,000 or more in the 2005-06 contract year as set forth under 7., the teacher percentage contribution rate for the 2006-07 contract year shall be 7.00%. In the event the savings generated by health insurance declinations under 7. do not reach the \$80,000 savings level, the contribution rate will increase to 7.50% for 2006-07.

Employee Health Contribution / Health Insurance Buy-Out Savings					
Year	Percent Contribution		Health Buy-Out Thresholds	Percent Contribution	
	Active	Retiree		Active	Retiree
2002-03	6.00%	5 %	NA	6.00%	5 %
2003-04	6.35%	5 %	NA	6.00%	5 %
2004-05	6.50%	5 %	\$80,000	6.50%	5 %
2005-06	7.00%	5 %	\$80,000	6.50%	5 %
2006-07	7.50%	5 %		7.00%	5 %

B. Welfare Fund -

1. The Board shall continue to contribute to the Welfare Fund established by the MTA on July 1, 1981. The Fund shall provide various insurance type benefits to members of the bargaining unit and others for whom the Board and MTA agree to included as Fund beneficiaries. The Board contributions to the Welfare Fund for each member of the unit employed at fifty (50) percent or greater, will be:

Welfare Contributions 2002-2007 Contract				
2002-03	2003-04	2004-05	2005-06	2006-07
\$1,075	\$1,150	\$1,225	\$1,300	\$1,375

2. The District shall forward to the MTA Welfare Fund, the following additional contributions on behalf of each member of the bargaining unit who elects to decline health insurance under 7.a or b:

Additional MTA Welfare Fund Contributions		
Year	Decline Family Opting for NO Health Coverage	Decline Family Opting for Individual Coverage
2002-03	\$500	\$300
2003-04	\$750	\$500
2004-05	\$900	\$700
2005-06	\$1,150	\$900
2006-07	\$1,300	\$1,050

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3. Board contributions to the Fund shall be according to the following schedule each year:

July 15	-	25%
October 15	-	25%
January 15	-	25%
April 15	-	25%

The Association will provide an auditor's report of the Fund to the Board at the end of each fiscal year.

ARTICLE XI -- RETIREMENT BENEFIT

The Board agrees to provide the following retirement allowance to all teachers with fifteen (15) or more years of seniority in their current tenure area as outlined below:

For those teachers who wish to receive a retirement benefit and who apply during the effective dates of this Agreement.

- A. Sick Leave Conversion Amount (SLCA) - Sick Leave Conversion Amount (SLCA) will be calculated as follows. The SLCA will be equal to a certain percentage of the retiree's accumulated sick leave as illustrated below. All teachers shall retain the forty (40%) percent per diem rate of pay for all sick leave accumulated through June 30, 1998. For all teachers joining the New York State Teachers Retirement System (NYSTRS) after June 17, 1971, any sick leave day earned and accumulated after July 1, 1998, shall be compensated at twenty (20%) percent of the per diem salary in effect during the year the benefit is paid. Any teacher whose membership in the NYSTRS pre-dates June 17, 1971, shall continue to accrue sick leave at the forty percent (40%) per diem rate until retirement.

Sample Illustrations of SLCA formulas:

Illustration A:

A teacher who has joined the New York State Teachers Retirement System (NYSTRS) after June 17, 1971 selects the Accelerated Retirement Benefit in the 2001-2002 school year with payments to begin in the 2002-2003 school year. As of June 30, 1998, that teacher has accumulated 100 sick days. From July 1, 1998 to June 30, 2002, the teacher has accumulated 25 additional sick days. The teacher's yearly salary for the 2002-2003 school year is \$60,000. The teacher's salary for the 2003-2004 school year is \$62,000.

Benefit payment = (yearly fraction) x (percent value of a day x number of days x per diem)

Benefit payment for 2002-2003

Yearly fraction	=	4/9
Percent value	=	40% for days through June 30, 1998
Percent value	=	20% for days after June 30, 1998
Days through 6/30/98	=	100
Days after 6/30/98	=	25
Year's salary	=	\$60,000
Per diem	=	\$60,000 divided by 200

Payment	=	4/9 x (.4 x 100 x \$60,000/200) + 4/9 x
		(.2 x 25 x \$60,000/200)
	=	\$6,000

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Benefit payment for 2003-2004

Yearly fraction	=	5/9
Percent value	=	40% for days through June 30, 1998
Percent value	=	20% for days after June 30, 1998
Days through 6/30/98	=	100
Days after 6/30/98	=	25
Year's salary	=	\$62,000
Per diem	=	\$62,000 divided by 200
Payment	=	$5/9 \times (.4 \times 100 \times \$62,000/200) + 5/9 \times$ $(.2 \times 25 \times \$62,000/200)$
	=	\$7750

Illustration B:

A teacher who has joined the New York State Teachers Retirement System (NYSTRS) on or before June 17, 1971 selects the Accelerated Retirement Benefit in the 2001-2002 school year with payments to begin in the 2002-2003 school year. As of June 30, 1998, that teacher has accumulated 100 sick days. From July 1, 1998 to June 30, 2002, the teacher has accumulated 25 additional sick days. The teacher's yearly salary for the 2002-2003 school year is \$60,000. The teacher's salary for the 2003-2004 school year is \$62,000.

Benefit payment	=	(yearly fraction) x (percent value of a day x number of days x per diem)
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Benefit payment for 2002-2003

Yearly fraction	=	4/9
Percent value	=	40% for days through June 30, 1998
Percent value	=	40% for days after June 30, 1998
Days through 6/30/98	=	100
Days after 6/30/98	=	25
Year's salary	=	\$60,000
Per diem	=	\$60,000 divided by 200
Payment	=	$4/9 \times (.4 \times 125 \times \$60,000/200)$
	=	\$6,666.67

Benefit payment for 2003-2004

Yearly fraction	=	5/9
Percent value	=	40% for days through June 30, 1998
Percent value	=	40% for days after June 30, 1998
Days through 6/30/98	=	100
Days after 6/30/98	=	25
Year's salary	=	\$62,000
Per diem	=	\$62,000 divided by 200

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$$\begin{aligned}\text{Payment} &= 5/9 \times (.4 \times 125 \times \$62,000/200) \\ &= \$8,611.11\end{aligned}$$

- B. Full Retirement Benefit Conversion - The SLCA will be converted into the individual's Full Retirement Benefit (FRB) by multiplying the SLCA by a Seniority Factor (SF). The SF will be equal to five percent (5%) times the number of full years of the teacher's seniority in his or her current tenure area as of the July 1, preceding the date of receipt of the retirement notice by the Superintendent. The SF may not exceed one-hundred percent (100%) for any teacher.
- C. Required Non-binding Notification - Anyone who is considering retirement must send a non-binding notice to the District by December 31 of the school year preceding the first year of eligibility for retirement benefit payment.
- D. Accelerated Retirement Benefit - Any teacher who is eligible to receive the Retirement Benefit may elect to accelerate the payout over a two-year period.
1. The first payment, for four ninths (4/9) of the teacher's accumulated sick leave, shall be made on the last pay period in June of the first year after the teacher elects to accelerate retirement benefits. Payment for the second benefit year shall be made for the remaining five ninths (5/9) of the teacher's accumulated sick leave on the last pay period in June in the year of retirement. Payment for days will be at the per diem salary rate in effect in the year the benefit is paid.
 2. Accumulated/compensable days shall refer to any and all unused sick leave days earned by teachers prior to the years teachers are actually receiving payment for unused and accumulated sick leave. This shall apply to the accelerated benefit as well as the normal three-year retirement payment option.
 3. Sick leave days allocated during the three year period of retirement benefit payments or the accelerated two year option are not compensable, but may be accumulated and/or used without affecting the retirement benefit. Use of sick leave days in excess of those allocated and accumulated during the retirement benefit payment period, shall result in a reduction of compensable days on a day for day basis.
- E. Three Year Retirement Option - For those teachers who submit to the Superintendent a written notice of retirement thirty-six (36) months in advance of the retirement date, the entire FRB will be paid to the retiring teacher as follows:
1. Two-ninths (2/9) of the benefit will be paid in the second fiscal year prior to that which includes the effective date of the teacher's retirement.

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2. Three-ninths (3/9) of the benefit will be paid in the fiscal year immediately preceding that which includes the effective date of the teacher's retirement.
 3. Four-ninths (4/9) of the benefit will be paid in the fiscal year during which the teacher retires.
- F. Twelve Month Retirement Option - For those teachers who submit to the Superintendent a written notice to retire twelve (12) months in advance of the expected retirement date, two-ninths (2/9) of the FRB will be paid during the fiscal year in which the teacher retires.
- G. Rescinding - If a teacher begins to receive monies as payment of the benefit calculated under this provision and thereafter rescinds the notice of retirement required by this provision, all entitlement to retirement benefit under this provision shall be lost, monies previously collected shall be returned, no sick leave converted to retirement benefit under this provision shall be returned, and the teacher will become ineligible for any future retirement incentive.
- H. Sick Leave Bank Benefits - Upon receipt of the first monies which represent part of the benefit available under this provision, the retiring teacher shall be entitled to no more than one (1) year of sick bank benefits, and no retirement benefit shall be payable during any period of receipt of sick leave bank benefits.
- I. Death Benefit - If a teacher has announced his or her retirement and dies prior to receiving the full benefit or while receiving the retirement benefit pursuant to this Article, the teacher's estate will be paid the balance of the retirement benefit as per the formula in this Article.

ARTICLE XII -- TEACHER EVALUATION

- A. Number and Length of Time of Visitations -- The minimum number of class room visitations for the purpose of evaluating probationary teachers will be as follows:

1st year probationary teachers - three (3) times per school year.

Other probationary teachers - two (2) times per school year.

Each of these classroom visitations will result in a written evaluation for the teacher's professional file.

The evaluator will remain in the classroom for the length of time necessary to evaluate a full lesson. In departmentalized areas, at least one (1) of the class visitations may be made by the supervisor of the subject.

- B. Evaluators -- Class visitations may be made by the Superintendent, assistant superintendents, building principals, assistant principals, assistants to the principal, director and assistant director of pupil personnel services, director of staff development/curriculum, director of guidance/coordinator of student services, director of libraries (for library personnel only).
- C. Informal Observations -- It is understood that administrators will be observing and assessing teacher capabilities in many situations throughout the school year. These informal observations may also result in written evaluations.
- D. Evaluations -- After each classroom visitation made for the purpose of evaluating the teacher, the resultant written evaluation will be discussed by the evaluator with the teacher. In the case of a probationary teacher, the written evaluation shall include a statement as to whether the performance observed was satisfactory or not satisfactory. The discussions shall take place within five (5) working days of a class visitation or the preparation of other written evaluations. Included in any negative report should be constructive suggestions designed to improve the performance of the teacher. Each written evaluation shall be signed or initialed by the teacher upon receipt of the evaluation and a copy placed in the teacher's professional file. The teacher being evaluated shall have the opportunity to place in his or her professional file any written comments he or she may wish to add concerning each evaluation within ten (10) working days following receipt of the evaluation. Such comments shall be forwarded for filing in his or her professional file through the building principal to the Superintendent.
- E. Observation Deferment -- The teacher shall have the right to request a deferment of class visitation if good reason exists. The evaluator will decide if good reason does exist. It is expected that such requests will be honored with rare exceptions, but it is also expected that individual teachers will rarely make such a request.

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- F. Timing -- Class visitations and accompanying evaluations shall be arranged as early in the year as possible to provide maximum opportunity for positive individual guidance and assistance.
- G. Formal Conference -- In addition to the discussions held after each classroom visitation, one (1) formal conference with the building principal will be held each year with each probationary teacher to discuss the results of the evaluations to date, and at this time, an overall evaluation will be given to the teacher. This conference will be held no later than January 15 for those teachers who have not been performing up to school standards. Additional conferences will be held depending on need as recognized by the administrator or the teacher.
- H. Probationary Teacher Notification -- Any probationary teacher who is not to be re-employed or not to receive tenure shall be so informed no later than April 1. If a probationary teacher first commenced employment with the Board other than at the beginning of a school year, such notification shall be made no later than ninety (90) days prior to the end of each year of probation.
- I. Tenured Teacher Observations -- Tenured teachers may also be observed and evaluated. Tenured teachers may also invite observations. The observation of successful tenured teachers can serve as a benchmark from which to measure the probationary teacher. Principals may observe tenured teachers so as to judge the appropriateness of changes in subject area, grade level, curriculum or method. Any rights granted to non-tenured teachers under this Article shall be granted to tenured teachers.
- J. Tenured Teachers - Withholding of Salary Increase for Unsatisfactory Ratings - In order for a tenured teacher to be evaluated unsatisfactory at the end of a school year, he or she must have been observed once before February 1 and have been rated unsatisfactory at that time. The teacher must be evaluated at least once more by May 1. If the teacher then receives an unsatisfactory evaluation at the end of the year (i.e., year 1), the principal will be involved with the department chair/coordinator and possibly other administrators in working out a self-improvement plan for the teacher. The services of an outside consultant may be used as part of this improvement plan. If such services are provided, the cost of such services will be jointly paid by the MTA and the District. The outside consultant may observe the teacher in the classroom and will provide a written report on his or her observations. It is understood that the teacher will agree to such observations.

If the teacher receives an unsatisfactory rating the second year (i.e., year 2), he or she shall not receive a salary increase (i.e., percentage and step where appropriate) the subsequent year (i.e., year 3). In year 4 and thereafter, the teacher's salary shall be as generally provided for in the salary schedule less the amount withheld in year 3 except that the teacher's salary shall remain at the same level as year 3 with no subsequent increase should the District file charges by October 1 of year 4 pursuant to of the Education Law. The teacher shall remain at the year 3 salary until such time as a

determination is rendered on said charges. If the teacher is terminated, no retroactive payment shall be made. If the teacher is exonerated of all charges, the teacher's salary shall be restored to the year 4 level referenced above retroactively. Should the teacher be found guilty of some but not all of the charges, the determination as to retroactivity shall be left for the hearing officer to determine.

Should a teacher who has had salary withheld pursuant to this provision be found satisfactory two consecutive school years in a row; he or she may make application to the Superintendent to have his or her salary restored prospectively to the level it would have been without the impact of the prior unsatisfactory evaluation. However, no retroactive monies shall be paid.

It is understood that a teacher who has committed to retire pursuant to Article XI of this Agreement prior to a second year of unsatisfactory performance shall not be subject to withholding of salary increase pursuant to this provision.

There will be no more than two teachers a year whose salary increase will be withheld.

- K. Review of Evaluative Procedures -- Both parties will work together to explore the entire area of the evaluative procedures for non-tenured teachers. To achieve this goal, a joint committee will be formed by the Superintendent and the MTA to examine present procedures with the aim of developing a more efficient and reliable method of assisting and evaluating non-tenured teachers.
- L. Annual Professional Performance Review (APPR) - Any tenured teacher wishing to choose an alternative method of evaluation may opt for one of the choices offered in the APPR document. See the Building Principal for information.

ARTICLE XIII -- GRIEVANCE PROCEDURE

A grievance shall mean any complaint by a teacher or group of teachers based on an alleged violation, misinterpretation or inequitable application of existing State laws, Board policies, administrative procedures and regulations of this Agreement.

A grievance may only be filed by the MTA or by a member of the unit defined in the recognition clause.

The right to use this grievance procedure is guaranteed to all teachers without coercion, discrimination or reprisal.

The aggrieved party may be represented at all stages of this procedure by a person of his or her own choosing except that he or she may not be represented by a member or officer of any teacher organization other than the MTA.

All grievances shall be in writing and shall include the name and position of the aggrieved party; the identity of the provisions of this Agreement upon which the grievance is based; a statement of the underlying facts, including the dates and alleged events or conditions which constituted the grievance; the identity of the person alleged to be responsible for causing the said events or conditions, if known to the aggrieved party; and a general statement of the nature of the grievance and the redress sought by the aggrieved party. All grievances filed shall be signed by the individual aggrieved.

All days as mentioned herein shall be working days.

Failure of any party without good cause to participate in the Superintendent's hearing shall not delay the disposition of the grievance at this stage.

No grievance shall be entertained as described below and any grievance shall be deemed waived unless filed at the first step within fourteen (14) days from the date upon which the alleged grievance arose or the grievant knew or should have had knowledge of the acts or conditions constituting the grievance.

Failure to observe any of the time limits contained in any of the steps of this grievance procedure shall operate as a waiver of the grievance.

A. Stages of the Grievance Procedure

Stage 1:

All grievances shall be filed with the building principal within fourteen (14) working days of the occurrence of the act or condition upon which the grievance is based or fourteen (14) days within which the grievant knew or had a reasonable opportunity to know of the said acts or conditions constituting the grievance. The teacher and the building principal shall meet within five (5) days of the filing of the grievance and

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attempt to reach a mutually satisfactory agreement. In any event, the building principal shall have five (5) days from aforesaid meeting within which to dispose of the grievance. If during this period the teacher receives a written rejection or no response has been forthcoming, he or she may immediately move to the next stage.

Any disposition of a first stage grievance shall be in writing and a copy thereof shall be forwarded to the aggrieved party. If the grievance is filed by an individual rather than the Association, copies of the disposition shall be forwarded to the Association.

Stage 2:

In the event that the grievance is not amicably adjusted at Stage 1, then an appeal may be made to the Superintendent. Such appeal shall be filed no later than five (5) days after receipt of the Stage 1 disposition by the complaining party.

No grievance may be brought to or beyond Stage 2 except by the Association or with its consent. Grievance of District-wide application may be instituted by the MTA at Stage 2.

Any appeal to the Superintendent shall be in writing and shall include the written grievance filed in Stage 1, the building principal's determination and a statement from the appealing party for the reasons for the appeal. All such appeals shall be signed by the appealing party. A hearing of each grievance processed to this stage shall be granted by the Superintendent within five (5) days after the filing of the appeal. The Superintendent shall have five (5) days after the aggrieved party has been given an opportunity to orally present his or her grievance within which to act upon the grievance. The Superintendent's disposition of the grievance shall be in writing and shall be submitted to the aggrieved party. In the event that the appeal is filed by an individual grievant, a copy of the Superintendent's determination shall be forwarded to the Association.

Stage 3:

No grievance may be brought to stage 3 except by the Association. Appeals from denials of grievances by the Superintendent at Stage 2 shall be to the Board. The appeal shall be in writing and shall contain all of the papers submitted at Stage 1, Stage 2 and the answer thereto. Appeals to the Board shall be made within seven (7) days after the receipt of the Stage 2 determination by the aggrieved party.

The appeal shall be filed with the Clerk of the Board within this period. All such appeals shall be signed by the aggrieved party who shall state the reasons for the appeal in detail. No more than fourteen (14) days after the receipt of the appeal, the Board may appoint a subcommittee to hear and determine the dispute. The hearings shall be held within seven (7) days after the committee has been appointed. The aggrieved party and the Association shall be necessary parties to this hearing. The immediate supervisor of the grievant, the building principal and the Superintendent may also be present.

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In the event that any party fails to appear for this hearing, except in emergencies, the committee or subcommittee is empowered to proceed in his or her absence and make a determination without his or her participation.

Within fourteen (14) days after the hearing, the Board may render its findings and decision. Copies of this decision shall be submitted to all parties to the hearing.

Stage 4:

Any grievance over Board or administrative policies or rules, that has not been resolved at Stage 3 of this procedure may be submitted to advisory arbitration by the Mahopac Teachers Association or the Board, but not by any individual employee or group of employees. A grievance may not be submitted to advisory arbitration unless a decision has been rendered by the Board under Stage 3 or unless the time limit specified for such a decision has expired and no decision has been forthcoming. Within twenty (20) days of receipt of the advisory arbitrator's decision, the Board shall render a decision on the grievance which shall be final and binding.

Any grievance involving the claimed violation, misinterpretation, or inequitable application of this Agreement may be submitted to binding arbitration by the MTA. The decision of the arbitrator shall be final and binding.

All demands for arbitration shall be filed pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association. Demands for arbitration must be filed within seven (7) working days after the receipt of the decision of the Board under Stage 3 of the grievance procedure, or unless fourteen (14) days have elapsed from the date such decision was due and no decision has been forthcoming. Copies of the demand for arbitration shall be forwarded to the opposing party and the American Arbitration Association and shall include a brief statement setting forth precisely issues to be decided by the arbitrator and the remedies sought.

The arbitrator shall be without power or authority to alter or change any provisions of this Agreement or add thereto, nor may the arbitrator make any recommendation which requires the commission of an act prohibited by law or which violates the terms of this Agreement. The costs and expenses of the arbitrator shall be shared equally by the Board and the MTA. All costs incurred in preparing and presenting the arbitration, including witnesses costs, shall be borne by the party incurring them.

The parties shall be bound by the Voluntary Labor Arbitration Rules of the American Arbitration Association for both advisory and binding arbitration.

B. Miscellaneous

1. The term "grievance" shall not apply to the failure to recommend or to approve probationary teachers to permanent appointment.

2. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration and have the grievance adjusted, provided that the adjustment is not inconsistent with the term of this Agreement or any other agreement between the Board and the MTA.
3. Failure of the responsible school officer at any step of this procedure to communicate the decision in a grievance stage within the specified time limits shall act to permit the aggrieved party to proceed to the next step within the specified time limits provided by the contract.
4. The Board or its designee may in its discretion register a grievance against the Association or any of the members of the unit by filing a written complaint with the Superintendent who will transmit the complaint to the President of the Association and the individual involved. Within seven (7) days after the presentation of the complaint, there shall be a conference concerning the complaint by the Board, or its designee, between the representatives of the Association, the Board and the individual or individuals involved. If the complaint is not resolved at this level, the Board may immediately proceed to advisory arbitration.
5. The MTA representatives selected to process or aid in processing a grievance shall have access to that information pertinent to the determination and processing of the grievance (subject to a release waiver signed by the grievant).
6. All documents, records and communications generated in the processing of a grievance shall be filed separately from the professional files of the participants.
7. If a grievance is filed on or after May 1 of any year, every effort should be made to complete the process by the end of the school year.
8. The existence of this grievance procedure shall constitute the sole remedy for any grievance involving the claimed violation, misinterpretation or inequitable application of this Agreement.

ARTICLE XIV -- PAYROLL DEDUCTIONS

A. Dues Deductions/Agency Fee --

1. The Board agrees to deduct from teachers' salaries dues for the MTA for those teachers who have filed a payroll deduction form with the Board. The amount deducted shall be remitted to the MTA as requested by the MTA. For each year, the MTA request shall be filed with the Board no later than the preceding June 30. A receipt for the amounts remitted to the MTA shall be provided to the Board.
2. The Board agrees to deduct from teachers' salaries an agency fee for the MTA for those teachers who have not filed a payroll deduction form with the Board. The agency fee shall be in the amount of MTA dues and shall be deducted in accordance with Section 208(3) (b) of the Civil Service Law. Remittance to the MTA and receipt to the Board shall be as in Section 1 above.
3. So long as a teacher remains on the payroll, the authorized deductions shall be continued yearly unless the teacher notifies the Board in writing of his or her desire to discontinue membership in the MTA. In that event, an agency fee deduction shall be thereafter made by the Board.

B. Tax Deferred Annuity Deduction -- The Board agrees to do all that it deems necessary to provide teachers subject to this Agreement a payroll deduction for the right to benefits under tax-sheltered annuity programs. The Board shall not be obligated to accept salary reduction agreements for more than twenty-one (21) such programs. Activation of such payroll deductions shall commence or be altered or discontinued at any time. A list of TSA dates for the school year will be provided to all MTA members in September.

C. Voluntary Employee Medical Assistance (VEMA) -- The District shall provide payroll deduction for VEMA (Voluntary Employee Medical Assistance) as soon as a plan becomes available.

D. 457 Plan - A IRC 457 Plan will be available to all MTA members. 125 Plan - A IRC 125 Plan will be available to all MTA members.

E. Miscellaneous -- The District shall provide payroll deduction for VOTE/COPE and NYSUT Benefit Trust Programs.

ARTICLE XV -- NEGOTIATION PROCEDURE

- A. Commencement of Negotiations; Information -- By the first school day in February, 2007 the MTA and the Board will begin negotiations for a new agreement.
 - 1. The Board agrees to furnish to the negotiating committee of the MTA, in accordance with its reasonable request, information relative to the financial resources of the District and/or information relative to salaries, hours and other terms and conditions of employment of teachers which is necessary for the MTA to carry out its function as the negotiating agent, provided that such information is readily available to the Board. When such information is capable of being duplicated, the Board agrees to supply the information at cost to the MTA.
- B. Authority of Negotiating Representatives -- The parties mutually pledge that representatives selected by each shall be clothed with all necessary power and authority to make proposals, consider proposals and make concessions in the course of negotiations or bargaining subject only to ratification. No final agreement between the parties may be executed without ratification by the Board and the MTA.

ARTICLE XVI -- DURATION OF AGREEMENT

- A. Negotiations Not to be Reopened -- The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement, and agree that negotiations will not be reopened on any item, whether contained herein or not, except by consent of both parties, during the life of this Agreement. Any Board policies unaltered or unchanged by the language of this Agreement shall remain in force, and it shall be the prerogative of the Board to initiate and announce new policies not affecting or changing matters contained in this Agreement.
- B. Legislative Approval -- It is agreed by and between the parties that any provision of this Agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore shall not become effective until the appropriate legislative body has given approval.
- C. Duration -- This Agreement shall be effective as of July 1, 2002 unless otherwise provided herein and shall continue in effect for five (5) years until June 30, 2007. This Agreement is the complete Agreement and supersedes all prior agreements and memoranda of agreement.

MAHOPAC TEACHERS ASSOCIATION

BOARD OF EDUCATION

By: Jean F. Callahan
President

By: Vinnie Trinchella
President

By: Lucille A. McDermott
Chief Negotiator

By: Joseph P. Santella
Superintendent of Schools 5/12/03

By: Dorothy A. Gilroy
Clerk

APPENDIX A - TEACHERS SALARY SCHEDULES / Special Provisions

- A. SALARY SCHEDULE (see attached detailed schedules)
- B. Special Provisions
 - 1. a. Guidance counselors who are employed during the summer months (July 1 to August 31) are to be compensated at 1/200th of their annual salary for each seven and one-half (7 1/2) hour day worked. Summer work schedule will be determined by June 1 each year.
 - b. Personnel in Pupil Personnel Services are to be compensated at 1/200th of their annual salary for each seven and one-half (7 1/2) hour day worked beyond the teachers' calendar but between September 1 and June 30.
- C. MENTORING PROGRAM - Provisions and compensation are set forth as follows:

NEW TEACHER MENTOR PROGRAM

"MODELING FOR SUCCESS - A MASTER TEACHER'S GUIDE"

Mahopac School District prides itself on having the finest teaching staff in New York. In order to maintain that excellence, the Mahopac School District has a mentor program for all new teachers. This program is designed to provide all new teachers with the information they need to carry out basic bureaucratic functions and day-to-day classroom management. More importantly, however, the mentor will provide ongoing support for the new teacher in lesson design, curriculum development, and Regents preparation.

Essentially the program is broken down into three parts. They are orientation, in-service, and mentoring. Each of these provides the new teacher with time to be oriented to the system and also helps them grow in their teaching techniques and classroom management skills.

Orientation: Formal orientation will be provided by the district and building administration. This meeting will take place during new teachers' orientation. Mentors will be available to answer questions on the following procedures on an as needed basis.

- | | |
|----------------------------|---|
| *Daily Attendance | *Grading |
| *Home Communication | *Budget Process (Procuring supplies) |
| *Library Use | *Guidance Services |
| *Mailings/Mail | *Substitute System |
| *Computer Availability | *Payroll/Insurance/Union Representation |
| *Parking | *Keys/Building Use |
| *Support Services/Students | *Extra-curricular Activities/Sports |
| *District Procedures | *Community Partnerships |

Support: It is up to the mentor to provide information and support for the new teacher. The support could cover, but is not limited to, the following areas:

- | | |
|-----------------------|-----------------------|
| *Classroom Management | *Teaching the Content |
| *Lesson Design | *Testing |
| *Regents | *Communication |

Opportunities can consist of in-district opportunities with peers, individual research and support as recommended by the mentor, or out of the district opportunities through workshops, conferences, conventions, or site visits to other schools/teachers.

Mentor: This is by far the most important of the duties assigned to the new teacher and his/her mentor. The concept of mentoring allows the two people to work together in observing, critiquing, and working with each other, confidentially, on a regular basis. The mentor and the new teacher could work on, but are not limited to, the following:

- | | |
|-----------------------------------|------------------------------|
| *Classroom Observations | *Lesson Plans |
| *Testing & Evaluation of Students | *Classroom Management Issues |
| *Peer Relationships | |

MAHOPAC TEACHERS ASSOCIATION CONTRACT - JULY 1, 2002 TO JUNE 30, 2007

The mentoring program relies on two people, the mentor and the mentee, meeting regularly in a collaborative effort to improve instruction. In order to effectively carry out this relationship, the two teachers must agree to work together throughout the year.

Duration/Selection: The mentor shall be selected jointly by a committee equally represented by the MTA and the Administration. The mentor and mentee will have input as to preferences with whom each would like to work. The mentor and the new teacher shall meet at least once a month to discuss needs, direction, and goals. No mentor shall be assigned or be contracted with more than one new teacher. The duration of the mentor relationship with the new teacher shall be at least for one year. Either party may request an extension or new mentor for the following year.

Evaluation: The mentor/mentee process will be evaluated through a check-off instrument used at least three times per school year. Check off lists will be turned in to the MTA's Mentoring Coordinator who will then share this information with the administration via a written report.

The Mentor: Agrees to meet during the first week after the first day of school with the new teacher to answer questions regarding site and district procedures. They also agree to provide information regarding support services needed for the new teacher on a regular basis. This information will be provided to the mentor through the Office of Staff Development. The mentor also agrees to provide classroom support through collaborative efforts on such topics as lesson planning, classroom management, and student evaluation. Mentors will be required to take in-service course(s) in mentoring/leadership provided by the district or through a collaborative effort with the MTA.

The New Teacher: Agrees to meet with their mentor during the first week after the first day of school to familiarize themselves with district and site procedures. They also agree to increase their knowledge and practice skills through support services as recommended by the mentor teacher. The new teacher also agrees to work with the mentor on topics such as lesson design, classroom management issues, and student evaluation as the need arises.

Any concerns from either the mentor or the mentee regarding the mentorship program should be directed to the MTA Mentor Coordinator.

The mentor teacher will receive two in-service credits according to the provisions of the MTA Contract toward the salary schedule for their full participation as a new teacher Mentor.

Signatures:

New Teacher _____

Department _____

Mentor Teacher _____

Department _____

Date _____

MAHOPAC TEACHERS ASSOCIATION CONTRACT - JULY 1, 2002 to JUNE 30, 2007

APPENDIX A-1

INDEX 1.0325

MAHOPAC TEACHERS ASSOCIATION 2002-03 SALARY SCHEDULE

	BA	+10	+20	+30	+40	+50	+60	+70	+80	+90	+100
STEP 1	\$36,613	\$37,974	\$39,343	\$40,706	\$41,871	\$43,233	\$44,601	\$46,350	\$47,623	\$49,079	\$50,446
STEP 2	\$38,173	\$39,536	\$40,899	\$42,259	\$43,426	\$44,791	\$46,156	\$47,905	\$49,275	\$50,631	\$51,996
STEP 3	\$40,257	\$41,927	\$43,295	\$44,659	\$45,823	\$47,187	\$48,550	\$50,302	\$51,668	\$53,030	\$54,393
STEP 4	\$42,116	\$43,468	\$44,840	\$46,206	\$47,374	\$48,739	\$50,102	\$51,852	\$53,219	\$54,582	\$55,946
STEP 5	\$44,291	\$45,647	\$47,011	\$48,379	\$49,544	\$50,907	\$52,268	\$54,020	\$55,382	\$56,753	\$58,114
STEP 6	\$46,750	\$48,112	\$49,478	\$50,839	\$51,962	\$53,324	\$54,690	\$56,532	\$57,896	\$59,256	\$60,620
STEP 7	\$49,344	\$50,703	\$52,069	\$53,434	\$54,553	\$55,916	\$57,285	\$59,123	\$60,485	\$61,853	\$63,213
STEP 8	\$51,987	\$53,347	\$54,717	\$56,080	\$57,199	\$58,567	\$59,929	\$61,774	\$63,134	\$64,501	\$65,866
STEP 9	\$54,694	\$56,054	\$57,417	\$58,780	\$59,902	\$61,266	\$62,630	\$64,473	\$65,835	\$67,200	\$68,565
STEP 10	\$57,439	\$58,802	\$60,168	\$61,528	\$62,654	\$64,017	\$65,375	\$67,217	\$68,586	\$69,944	\$71,315
STEP 11	\$59,704	\$61,065	\$62,429	\$63,791	\$64,852	\$66,217	\$67,578	\$69,544	\$70,906	\$72,273	\$73,634
STEP 12	\$62,554	\$63,918	\$65,280	\$66,642	\$67,706	\$69,070	\$70,432	\$72,399	\$73,755	\$75,122	\$76,486
STEP 13	\$65,658	\$66,677	\$68,038	\$69,402	\$70,463	\$71,828	\$73,193	\$75,156	\$76,520	\$77,880	\$79,248
STEP 14	\$65,658	\$69,987	\$70,904	\$72,271	\$73,327	\$74,694	\$76,057	\$78,019	\$79,382	\$80,746	\$82,115
STEP 15	\$65,658	\$69,987	\$74,422	\$75,284	\$76,349	\$77,708	\$79,077	\$81,037	\$82,399	\$83,763	\$85,125
STEP 16	\$65,658	\$69,987	\$74,422	\$79,022	\$80,141	\$81,573	\$83,008	\$85,068	\$86,496	\$87,930	\$89,360

NOTES

1. \$1,552 for tenure or equivalent years of satisfactory service* in the district
2. \$2,139 for Masters Degree
3. \$1,574 for Professional Diploma or Doctorate Degree
4. \$2,285 at 20 years of service (minimum of 5 in Mahopac)
5. \$1,645 additional at 25 years of service (minimum of 10 in Mahopac) for a total of \$3,930
6. \$1,425 additional at 30 years of service (minimum of 15 in Mahopac) for a total of \$5,355
7. \$78 for all credits between columns

*Service includes all years credited at the time of initial employment in Mahopac.

MAHOPAC TEACHERS ASSOCIATION CONTRACT - JULY 1, 2002 to JUNE 30, 2007

APPENDIX A-2

INDEX 1.034

MAHOPAC TEACHERS ASSOCIATION 2003-04 SALARY SCHEDULE

	BA	+10	+20	+30	+40	+50	+60	+70	+80	+90	+100
STEP 1	\$38,427	\$39,834	\$41,249	\$42,659	\$43,863	\$45,272	\$46,686	\$48,495	\$49,811	\$51,316	\$52,730
STEP 2	\$40,039	\$41,449	\$42,858	\$44,265	\$45,471	\$46,883	\$48,294	\$50,102	\$51,519	\$52,921	\$54,333
STEP 3	\$42,195	\$43,921	\$45,336	\$46,746	\$47,950	\$49,360	\$50,769	\$52,581	\$53,993	\$55,402	\$56,811
STEP 4	\$44,116	\$45,515	\$46,933	\$48,346	\$49,553	\$50,965	\$52,374	\$54,184	\$55,597	\$57,006	\$58,417
STEP 5	\$46,366	\$47,768	\$49,178	\$50,593	\$51,797	\$53,207	\$54,614	\$56,425	\$57,834	\$59,251	\$60,659
STEP 6	\$48,908	\$50,317	\$51,729	\$53,136	\$54,297	\$55,706	\$57,118	\$59,023	\$60,433	\$61,839	\$63,250
STEP 7	\$51,591	\$52,996	\$54,408	\$55,819	\$56,977	\$58,386	\$59,801	\$61,702	\$63,110	\$64,525	\$65,931
STEP 8	\$54,323	\$55,729	\$57,146	\$58,555	\$59,712	\$61,127	\$62,535	\$64,443	\$65,849	\$67,263	\$68,674
STEP 9	\$57,122	\$58,529	\$59,938	\$61,347	\$62,507	\$63,918	\$65,328	\$67,234	\$68,642	\$70,054	\$71,465
STEP 10	\$59,961	\$61,370	\$62,782	\$64,189	\$65,353	\$66,762	\$68,166	\$70,071	\$71,487	\$72,891	\$74,308
STEP 11	\$62,303	\$63,710	\$65,120	\$66,529	\$67,626	\$69,037	\$70,444	\$72,477	\$73,886	\$75,299	\$76,706
STEP 12	\$65,250	\$66,660	\$68,068	\$69,477	\$70,577	\$71,987	\$73,395	\$75,429	\$76,831	\$78,245	\$79,655
STEP 13	\$68,459	\$69,513	\$70,920	\$72,330	\$73,427	\$74,839	\$76,250	\$78,280	\$79,690	\$81,097	\$82,511
STEP 14	\$68,459	\$72,935	\$73,883	\$75,297	\$76,389	\$77,802	\$79,212	\$81,240	\$82,650	\$84,060	\$85,476
STEP 15	\$68,459	\$72,935	\$77,521	\$78,412	\$79,514	\$80,919	\$82,334	\$84,361	\$85,769	\$87,180	\$88,588
STEP 16	\$68,459	\$72,935	\$77,521	\$82,277	\$83,434	\$84,915	\$86,399	\$88,529	\$90,006	\$91,488	\$92,967

NOTES

1. \$1,605 for tenure or equivalent years of satisfactory service* in the district
2. \$2,289 for Masters Degree
3. \$1,628 for Professional Diploma or Doctorate Degree
4. \$2,385 at 20 years of service (minimum of 5 in Mahopac)
5. \$1,660 additional at 25 years of service (minimum of 10 in Mahopac) for a total of \$4,045
6. \$1,500 additional at 30 years of service (minimum of 15 in Mahopac) for a total of \$5,545
7. \$81 for all credits between columns

*Service includes all years credited at the time of initial employment in Mahopac.

MAHOPAC TEACHERS ASSOCIATION CONTRACT - JULY 1, 2002 to JUNE 30, 2007

APPENDIX A-3

INDEX 1.0355

MAHOPAC TEACHERS ASSOCIATION 2004-05 SALARY SCHEDULE

	BA	+10	+20	+30	+40	+50	+60	+70	+80	+90	+100
STEP 1	\$40,464	\$41,921	\$43,386	\$44,846	\$46,093	\$47,552	\$49,016	\$50,890	\$52,252	\$53,811	\$55,275
STEP 2	\$42,134	\$43,594	\$45,053	\$46,509	\$47,758	\$49,220	\$50,682	\$52,554	\$54,021	\$55,473	\$56,935
STEP 3	\$44,366	\$46,153	\$47,619	\$49,079	\$50,325	\$51,785	\$53,244	\$55,121	\$56,583	\$58,042	\$59,501
STEP 4	\$46,356	\$47,804	\$49,272	\$50,735	\$51,985	\$53,447	\$54,906	\$56,781	\$58,244	\$59,703	\$61,164
STEP 5	\$48,685	\$50,137	\$51,597	\$53,062	\$54,309	\$55,769	\$57,226	\$59,101	\$60,560	\$62,027	\$63,485
STEP 6	\$51,317	\$52,776	\$54,238	\$55,695	\$56,898	\$58,357	\$59,819	\$61,791	\$63,251	\$64,707	\$66,168
STEP 7	\$54,095	\$55,550	\$57,013	\$58,474	\$59,673	\$61,132	\$62,597	\$64,565	\$66,023	\$67,489	\$68,945
STEP 8	\$56,925	\$58,380	\$59,848	\$61,307	\$62,505	\$63,970	\$65,428	\$67,404	\$68,860	\$70,324	\$71,785
STEP 9	\$59,823	\$61,280	\$62,739	\$64,198	\$65,399	\$66,860	\$68,320	\$70,294	\$71,752	\$73,214	\$74,675
STEP 10	\$62,763	\$64,222	\$65,684	\$67,141	\$68,346	\$69,805	\$71,259	\$73,232	\$74,698	\$76,152	\$77,619
STEP 11	\$65,188	\$66,645	\$68,105	\$69,564	\$70,700	\$72,161	\$73,618	\$75,723	\$77,182	\$78,645	\$80,102
STEP 12	\$68,239	\$69,700	\$71,157	\$72,617	\$73,756	\$75,216	\$76,674	\$78,780	\$80,232	\$81,696	\$83,156
STEP 13	\$71,562	\$72,654	\$74,111	\$75,571	\$76,707	\$78,169	\$79,630	\$81,732	\$83,192	\$84,649	\$86,113
STEP 14	\$71,562	\$76,197	\$77,179	\$78,643	\$79,774	\$81,237	\$82,697	\$84,797	\$86,257	\$87,717	\$89,183
STEP 15	\$71,562	\$76,197	\$80,946	\$81,869	\$83,010	\$84,465	\$85,930	\$88,029	\$89,487	\$90,948	\$92,406
STEP 16	\$71,562	\$76,197	\$80,946	\$85,871	\$87,069	\$88,603	\$90,139	\$92,345	\$93,874	\$95,409	\$96,940

NOTES

1. \$1,662 for tenure or equivalent years of satisfactory service* in the district
2. \$2,489 for Masters Degree
3. \$1,686 for Professional Diploma or Doctorate Degree
4. \$2,490 at 20 years of service (minimum of 5 in Mahopac)
5. \$1,675 additional at 25 years of service (minimum of 10 in Mahopac) for a total of \$4,165
6. \$1,575 additional at 30 years of service (minimum of 15 in Mahopac) for a total of \$5,740
7. \$84 for all credits between columns

*Service includes all years credited at the time of initial employment in Mahopac.

MAHOPAC TEACHERS ASSOCIATION CONTRACT - JULY 1, 2002 to JUNE 30, 2007

APPENDIX A-4

INDEX 1.035

MAHOPAC TEACHERS ASSOCIATION 2005-06 SALARY SCHEDULE

	BA	+10	+20	+30	+40	+50	+60	+70	+80	+90	+100
STEP 1	\$42,657	\$44,164	\$45,681	\$47,192	\$48,483	\$49,993	\$51,508	\$53,447	\$54,857	\$56,471	\$57,986
STEP 2	\$44,385	\$45,896	\$47,406	\$48,913	\$50,206	\$51,719	\$53,232	\$55,170	\$56,688	\$58,191	\$59,704
STEP 3	\$46,695	\$48,545	\$50,062	\$51,573	\$52,863	\$54,374	\$55,884	\$57,826	\$59,340	\$60,850	\$62,360
STEP 4	\$48,754	\$50,253	\$51,773	\$53,287	\$54,581	\$56,094	\$57,604	\$59,545	\$61,059	\$62,569	\$64,081
STEP 5	\$51,165	\$52,668	\$54,179	\$55,695	\$56,986	\$58,497	\$60,005	\$61,946	\$63,456	\$64,974	\$66,483
STEP 6	\$53,889	\$55,399	\$56,913	\$58,421	\$59,666	\$61,167	\$62,689	\$64,730	\$66,241	\$67,748	\$69,260
STEP 7	\$56,765	\$58,271	\$59,785	\$61,297	\$62,538	\$64,048	\$65,564	\$67,601	\$69,110	\$70,627	\$72,134
STEP 8	\$59,694	\$61,200	\$62,719	\$64,229	\$65,469	\$66,985	\$68,494	\$70,539	\$72,046	\$73,562	\$75,074
STEP 9	\$62,693	\$64,201	\$65,711	\$67,221	\$68,464	\$69,976	\$71,487	\$73,531	\$75,040	\$76,553	\$78,065
STEP 10	\$65,736	\$67,246	\$68,759	\$70,267	\$71,514	\$73,024	\$74,529	\$76,571	\$78,089	\$79,594	\$81,112
STEP 11	\$68,246	\$69,754	\$71,265	\$72,775	\$73,951	\$75,463	\$76,971	\$79,150	\$80,660	\$82,174	\$83,682
STEP 12	\$71,404	\$72,916	\$74,424	\$75,935	\$77,114	\$78,625	\$80,134	\$82,314	\$83,816	\$85,332	\$86,843
STEP 13	\$74,843	\$75,973	\$77,481	\$78,992	\$80,168	\$81,681	\$83,193	\$85,369	\$86,880	\$88,388	\$89,903
STEP 14	\$74,843	\$79,640	\$80,657	\$82,172	\$83,342	\$84,857	\$86,368	\$88,541	\$90,052	\$91,563	\$93,081
STEP 15	\$74,843	\$79,640	\$84,555	\$85,511	\$86,692	\$88,198	\$89,714	\$91,886	\$93,395	\$94,907	\$96,416
STEP 16	\$74,843	\$79,640	\$84,555	\$89,653	\$90,893	\$92,480	\$94,070	\$96,353	\$97,936	\$99,525	\$101,109

NOTES

1. \$1,720 for tenure or equivalent years of satisfactory service* in the district
2. \$2,689 for Masters Degree
3. \$1,745 for Professional Diploma or Doctorate Degree
4. \$2,565 at 20 years of service (minimum of 5 in Mahopac)
5. \$1,700 additional at 25 years of service (minimum of 10 in Mahopac) for a total of \$4,265
6. \$1,700 additional at 30 years of service (minimum of 15 in Mahopac) for a total of \$5,965
7. \$87 for all credits between columns

MAHOPAC TEACHERS ASSOCIATION CONTRACT – JULY 1, 2002 to JUNE 30, 2007
 *Service includes all years credited at the time of initial employment in Mahopac.

APPENDIX A-5

INDEX 1.0333

MAHOPAC TEACHERS ASSOCIATION 2006-07 SALARY SCHEDULE

	BA	+10	+20	+30	+40	+50	+60	+70	+80	+90	+100
STEP 1	\$44,852	\$46,410	\$47,977	\$49,538	\$50,872	\$52,433	\$53,998	\$56,002	\$57,459	\$59,126	\$60,692
STEP 2	\$46,637	\$48,199	\$49,760	\$51,317	\$52,653	\$54,216	\$55,780	\$57,782	\$59,351	\$60,904	\$62,467
STEP 3	\$49,025	\$50,937	\$52,504	\$54,065	\$55,398	\$56,960	\$58,520	\$60,527	\$62,091	\$63,651	\$65,212
STEP 4	\$51,153	\$52,701	\$54,272	\$55,836	\$57,174	\$58,737	\$60,297	\$62,303	\$63,867	\$65,428	\$66,990
STEP 5	\$53,644	\$55,197	\$56,758	\$58,325	\$59,659	\$61,220	\$62,778	\$64,784	\$66,344	\$67,913	\$69,472
STEP 6	\$56,459	\$58,019	\$59,583	\$61,141	\$62,428	\$63,988	\$65,552	\$67,660	\$69,222	\$70,779	\$72,341
STEP 7	\$59,430	\$60,986	\$62,551	\$64,113	\$65,395	\$66,956	\$68,522	\$70,627	\$72,186	\$73,754	\$75,311
STEP 8	\$62,457	\$64,013	\$65,583	\$67,143	\$68,424	\$69,991	\$71,550	\$73,663	\$75,220	\$76,787	\$78,349
STEP 9	\$65,556	\$67,114	\$68,674	\$70,234	\$71,519	\$73,081	\$74,642	\$76,755	\$78,314	\$79,877	\$81,440
STEP 10	\$68,700	\$70,260	\$71,824	\$73,382	\$74,670	\$76,231	\$77,786	\$79,896	\$81,464	\$83,019	\$84,588
STEP 11	\$71,294	\$72,852	\$74,413	\$75,973	\$77,189	\$78,751	\$80,309	\$82,561	\$84,121	\$85,685	\$87,244
STEP 12	\$74,557	\$76,119	\$77,677	\$79,239	\$80,457	\$82,018	\$83,577	\$85,830	\$87,382	\$88,949	\$90,510
STEP 13	\$78,110	\$79,278	\$80,836	\$82,397	\$83,613	\$85,176	\$86,738	\$88,987	\$90,548	\$92,106	\$93,672
STEP 14	\$78,110	\$83,067	\$84,118	\$85,683	\$86,892	\$88,458	\$90,019	\$92,264	\$93,826	\$95,387	\$96,956
STEP 15	\$78,110	\$83,067	\$88,146	\$89,133	\$90,354	\$91,910	\$93,476	\$95,721	\$97,280	\$98,842	\$100,402
STEP 16	\$78,110	\$83,067	\$88,146	\$93,413	\$94,695	\$96,335	\$97,978	\$100,337	\$101,972	\$103,614	\$105,251

NOTES

1. \$1,777 for tenure or equivalent years of satisfactory service* in the district
2. \$2,889 for Masters Degree
3. \$1,803 for Professional Diploma or Doctorate Degree
4. \$2,800 at 20 years of service (minimum of 5 in Mahopac)
5. \$1,700 additional at 25 years of service (minimum of 10 in Mahopac) for a total of \$4,500
6. \$1,700 additional at 30 years of service (minimum of 15 in Mahopac) for a total of \$6,200
7. \$90 for all credits between columns

*Service includes all years credited at the time of initial employment in Mahopac.

APPENDIX B – EXTRACURRICULAR SALARY SCHEDULE

In determining extracurricular activities, the decision to add an activity or not to add is the Board's decision. Additionally, intramural arrangements apply to the elementary school, middle school and high school.

Extracurricular activity and its pay is contingent upon the voters' approval of the budget. No extra pay is provided for once-a-week activities which are held within the teachers' defined day. This provision covers many small clubs and activities.

Full-time teachers within the School District have the right of first refusal to all positions listed in this Appendix. In the event that no applications result from the posting of such positions, the Superintendent shall contact the President of the MTA to elicit his or her assistance in finding a qualified person from within the teaching staff. Only in the event that no qualified person can be found will the Board seek to fill the position from outside the teaching staff.

MAHOPAC TEACHERS ASSOCIATION CONTRACT - JULY 1, 2002 to JUNE 30, 2007

APPENDIX B - EXTRACURRICULAR SALARY SCHEDULES

Sport or Activity Position							
BOYS							
Year			2002-03	2003-04	2004-05	2005-06	2006-07
Base		Base BA 1	36613	38427	40464	42657	44852
Rate		Rate					
Football	Varsity Head Coach	15%	\$5,492	\$5,764	\$6,070	\$6,399	\$6,728
	Varsity Asst. Head	12%	\$4,394	\$4,611	\$4,856	\$5,119	\$5,382
	Varsity Asst. Coach (2)	11%	\$4,027	\$4,227	\$4,451	\$4,692	\$4,934
	J.V. Head Coach	10%	\$3,661	\$3,843	\$4,046	\$4,266	\$4,485
	J.V. Asst. Coach	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
	Freshman Head Coach	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
	Freshman Asst. Coach	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2,691
Cross Country	Varsity and J.V. Coach	7%	\$2,563	\$2,690	\$2,832	\$2,986	\$3,140
	Modified	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Basketball	Varsity Coach	13%	\$4,760	\$4,996	\$5,260	\$5,545	\$5,831
	Varsity Asst. Coach	9%	\$3,295	\$3,458	\$3,642	\$3,839	\$4,037
	J.V. Coach	10%	\$3,661	\$3,843	\$4,046	\$4,266	\$4,485
	Mod. "A" Coach	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
Soccer	Varsity Head Coach	11%	\$4,027	\$4,227	\$4,451	\$4,692	\$4,934
	Varsity Asst. Coach	9%	\$3,295	\$3,458	\$3,642	\$3,839	\$4,037
	J.V. Head Coach	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
	Mod. "A" Coach	7%	\$2,563	\$2,690	\$2,832	\$2,986	\$3,140
	Mod. "B" Coach	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Wrestling	Varsity Head Coach	13%	\$4,760	\$4,996	\$5,260	\$5,545	\$5,831
	Varsity Asst. Coach	9%	\$3,295	\$3,458	\$3,642	\$3,839	\$4,037
	J.V. Coach	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
	Mod. "B" Coach	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Lacrosse	Varsity Head Coach	11%	\$4,027	\$4,227	\$4,451	\$4,692	\$4,934
	Varsity Asst. Coach	9%	\$3,295	\$3,458	\$3,642	\$3,839	\$4,037
	J.V. Coach	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
	Mod. "A" Coach	7%	\$2,563	\$2,690	\$2,832	\$2,986	\$3,140
	Mod. "B" Coach	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Track & Field	Varsity Head Coach	10%	\$3,661	\$3,843	\$4,046	\$4,266	\$4,485
	Varsity Asst. Coach	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
	Mod. Coach	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Winter Indoor Track	Varsity Coach	2%	\$732	\$769	\$809	\$853	\$897
Baseball	Varsity Head Coach	13%	\$4,760	\$4,996	\$5,260	\$5,545	\$5,831
	Varsity Asst. Coach	10%	\$3,661	\$3,843	\$4,046	\$4,266	\$4,485
	J.V. Head Coach	10%	\$3,661	\$3,843	\$4,046	\$4,266	\$4,485
	Mod. "A" Coach	7%	\$2,563	\$2,690	\$2,832	\$2,986	\$3,140
	Mod. "B" Coach	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Tennis	Varsity Head Coach	7%	\$2,563	\$2,690	\$2,832	\$2,986	\$3,140
Hockey	Varsity Head Coach	9%	\$3,295	\$3,458	\$3,642	\$3,839	\$4,037
	Mod. Coach	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243

* After a teacher has served as a coach in the same sport for five (5) years, the rate will be increased by 1% for that teacher. After ten (10) years, the rate will increase by 2% for that teacher, after fifteen (15) years by 3% and after twenty (20) years by 4%. There will be a minimum of 2 (2) two-hour practices per week for the Varsity, Junior Varsity and Middle School cheerleading teams. This schedule will continue for the duration of the Varsity football and basketball seasons, including any post-season play. Cheerleading coaches will accompany cheerleaders on all away trips.

MAHOPAC TEACHERS ASSOCIATION CONTRACT - JULY 1, 2002 to JUNE 30, 2007

APPENDIX B - EXTRACURRICULAR SALARY SCHEDULE (Continued)

GIRLS

Year			2002-03	2003-04	2004-05	2005-06	2006-07
Base		Base BA 1	36613	38427	40464	42657	44852
Rate		Rate					
Cheerleading	Varsity Head Coach	16% (8/8)	\$5,858	\$6,148	\$6,474	\$6,825	\$7,176
	J.V. Coach	12% (6/6)	\$4,394	\$4,611	\$4,856	\$5,119	\$5,382
	Modified Coach "B"	8% (4/4)	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
Volleyball	Varsity Coach	9%	\$3,295	\$3,458	\$3,642	\$3,839	\$4,037
	J.V. Coach	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
	Mod. "B" Coach	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Cross Country	Varsity Head Coach	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
	Mod. "B" Coach	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Gymnastics	Varsity Head Coach	11%	\$4,027	\$4,227	\$4,451	\$4,692	\$4,934
	Varsity Asst. Coach	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
Basketball	Varsity Head Coach	13%	\$4,760	\$4,996	\$5,260	\$5,545	\$5,831
	Varsity Asst. Coach	9%	\$3,295	\$3,458	\$3,642	\$3,839	\$4,037
	J.V. Coach	10%	\$3,661	\$3,843	\$4,046	\$4,266	\$4,485
	7th & 8th Grade	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Track	Varsity Head Coach	10%	\$3,661	\$3,843	\$4,046	\$4,266	\$4,485
	Varsity Asst. Coach	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
	Modified Coach	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Winter Indoor Track	Varsity Coach	2%	\$732	\$769	\$809	\$853	\$897
Softball	Varsity Head Coach	13%	\$4,860	\$4,996	\$5,260	\$5,545	\$5,831
	Varsity Asst. Coach	10%	\$3,661	\$3,843	\$4,046	\$4,266	\$4,485
	J.V. Coach	10%	\$3,661	\$3,843	\$4,046	\$4,266	\$4,485
	Mod. "B" Coach	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Soccer	Varsity Head Coach	11%	\$4,027	\$4,227	\$4,451	\$4,692	\$4,934
	Varsity Asst. Coach	9%	\$3,295	\$3,458	\$3,642	\$3,839	\$4,037
	J.V. Coach	9%	\$3,295	\$3,458	\$3,642	\$3,839	\$4,037
	7th & 8th Grade	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Lacrosse	Varsity Head Coach	11%	\$4,027	\$4,227	\$4,451	\$4,692	\$4,934
	Varsity Asst. Coach	9%	\$3,295	\$3,458	\$3,642	\$3,839	\$4,037
	J.V. Coach	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
Tennis	Varsity Head Coach	7%	\$2,563	\$2,690	\$2,832	\$2,986	\$3,140
Field Hockey	Varsity Head Coach	11%	\$4,027	\$4,227	\$4,451	\$4,692	\$4,934
	J.V. Coach	7%	\$2,563	\$2,690	\$2,832	\$2,986	\$3,140
	Modified Coach "B"	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243

* After a teacher has served as a coach in the same sport for five (5) years, the rate will be increased by 1% for that teacher. After ten (10) years, the rate will increase by 2% for that teacher, after fifteen (15) years by 3% and after twenty (20) years by 4%." There will be a minimum of 2 (2) two-hour practices per week for the Varsity, Junior Varsity and Middle School cheerleading teams. This schedule will continue for the duration of the Varsity football and basketball seasons, including any post-season play. Cheerleading coaches will accompany cheerleaders on all away trips.

MAHOPAC TEACHERS ASSOCIATION CONTRACT - JULY 1, 2002 to JUNE 30, 2007

APPENDIX B - EXTRACURRICULAR SALARY SCHEDULE (Continued)

CO-ED SPORTS

Year			2002-03	2003-04	2004-05	2005-06	2006-07	
Base Rate			Base BA 1 Rate	36613	38427	40464	42657	44852
Bowling (co-ed)	Varsity Coach	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2691	
Dance (co-ed)	Varsity Head Coach	11%	\$4,027	\$4,227	\$4,451	\$4,692	\$4,934	
Golf (co-ed)	Varsity Head Coach	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2691	
Skiing (co-ed)	Varsity Head Coach	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2691	
	Varsity Asst. Coach	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243	
Intramurals	Hourly rate		\$19.65	\$20.32	\$21.04	\$21.77	\$22.50	
	Minimum 24 Hours							
	Maximum 50 Hours/Season							

*After a teacher has served as a coach in the same sport for five (5) years, the rate will be increased by 1% for that teacher. After ten (10) years, the rate will be increase by 2% for that teacher, after fifteen (15) years by 3% and after twenty (20) years by 4%.

**There will be a minimum of two (2) two hour practices per week for the Varsity, Junior Varsity and Middle School cheerleading teams. This schedule will continue for the duration of the Varsity football and basketball seasons, including any post-season play. Cheerleading coaches will accompany cheerleaders on all away trips.

APPENDIX B - EXTRACURRICULAR SALARY SCHEDULE (Continued)

Year Base Rate	Base BA 1 Rate	2002-03 36613	2003-04 38427	2004-05 40464	2005-06 42657	2006-07 44852
Kids Corps - Fulmar Road	10%	\$3,661	\$3,843	\$4,046	\$4,266	\$4,485
Fun and Games - Austin Rd	10%	\$3,661	\$3,843	\$4,046	\$4,266	\$4,485
Kids for Kids - Lakeview	10%	\$3,661	\$3,843	\$4,046	\$4,266	\$4,485
Captain Kid	2%	\$732	\$769	\$809	\$853	\$897
Mahopac Elementary School Combined Orchestra (MESCO)	9%	\$3,295	\$3,458	\$3,642	\$3,839	\$4,037
Musical Dramatic Director - Elem. School	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2,691
Asst. Musical Dramatic Director Elem.	3%	\$1,098	\$1,153	\$1,214	\$1,280	\$1,346
National Junior Honor Society - MS	4%	\$1,465	\$1,537	\$1,619	\$1,706	\$1,794
National Honor Society - HS	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2,691
Math Counts - Grades 7 & 8	3%	\$1,098	\$1,153	\$1,214	\$1,280	\$1,346
Math Counts Junior - Grade 6	3%	\$1,098	\$1,153	\$1,214	\$1,280	\$1,346
AV Club Advisor	3%	\$1,098	\$1,153	\$1,214	\$1,280	\$1,346
MMS Theater Company Director	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2,691
MMS Theater Company Asst. Director	3%	\$1,098	\$1,153	\$1,214	\$1,280	\$1,346
Students Against Driving Drunk SADD	4%	\$1,465	\$1,537	\$1,619	\$1,706	\$1,794
Elementary School Newspaper	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Elementary Student Government	4%	\$1,465	\$1,537	\$1,619	\$1,706	\$1,794
Visual Arts Project - Fulmar Rd	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2,691
Web Advisors	12%	\$4,394	\$4,611	\$4,856	\$5,119	\$5,382

After a teacher has served as a sponsor in the same activity for five (5) years, the rate will be increased by 1% for that teacher. After ten (10) years, the rate will increase by 2% for that teacher, after fifteen (15) years by 3% and after twenty (20) by 4%.

*Please note if additional payment required due to longevity (indicate # of years)

APPENDIX B - EXTRACURRICULAR SALARY SCHEDULE (Continued)

Year Base Rate	Base BA 1 Rate	2002-03 36613	2003-04 38427	2004-05 40464	2005-06 42657	2006-07 44852
Literary Magazine	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2,691
High School Newspaper	12%	\$4,394	\$4,611	\$4,856	\$5,119	\$5,382
High School Yearbook	12%	\$4,394	\$4,611	\$4,856	\$5,119	\$5,382
Yearbook Manager	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Marching Band Director	11%	\$4,027	\$4,227	\$4,451	\$4,692	\$4,934
Marching Band Asst. Director	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
Marching Band Assistant	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2,691
MOST Chief Advisor	12%	\$4,394	\$4,611	\$4,856	\$5,119	\$5,382
MOST Assistant Advisor	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2,691
Senior Class: Chief Advisor	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
Assistant Senior Class Advisor	3%	\$1,098	\$1,153	\$1,214	\$1,280	\$1,346
Jr. Class: Chief Advisor	3%	\$1,098	\$1,153	\$1,214	\$1,280	\$1,346
Soph. Class: Chief Advisor	2%	\$732	\$769	\$809	\$853	\$897
Freshman Class: Chief Advisor	2%	\$732	\$769	\$809	\$853	\$897
AFS Advisor	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2,691
Debating	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
Math	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2,691
Stagecraft	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Mahopac Drama Company Director - H.S.	12%	\$4,394	\$4,611	\$4,856	\$5,119	\$5,382
Mahopac Drama Company Assistant Director - H.S.	7%	\$2,563	\$2,690	\$2,832	\$2,986	\$3,140
Winter Guard	8%	\$2,929	\$3,074	\$3,237	\$3,413	\$3,588
Illusion Director	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2,691
Assistant Illusion Director	4%	\$1,465	\$1,537	\$1,619	\$1,706	\$1,794
Jazz Band	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2,691
Coordinator: Olympics/Mind	7%	\$2,563	\$2,690	\$2,832	\$2,986	\$3,140
Biology Club	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2,691
Italian Club	4%	\$1,465	\$1,537	\$1,619	\$1,706	\$1,794
Interact	4%	\$1,465	\$1,537	\$1,619	\$1,706	\$1,794
College Bowl Advisor	4%	\$1,465	\$1,537	\$1,619	\$1,706	\$1,794
Future Business Leaders of America (FBLA)	4%	\$1,465	\$1,537	\$1,619	\$1,706	\$1,794
Applicable only when a Major Musical Dramatic Production is Staged:						
Chorus Director	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2,691
Costume Director	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Dance Director	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Orchestra Director	5%	\$1,831	\$1,921	\$2,023	\$2,133	\$2,243
Accompanist	3%	\$1,098	\$1,153	\$1,214	\$1,280	\$1,346
Middle School Newspaper	9%	\$3,295	\$3,458	\$3,642	\$3,839	\$4,037
Middle School Yearbook	9%	\$3,295	\$3,458	\$3,642	\$3,839	\$4,037
Middle School Yearbook Assistant	4%	\$1,465	\$1,537	\$1,619	\$1,706	\$1,794
Middle School Student Government	6%	\$2,197	\$2,306	\$2,428	\$2,559	\$2,691
8th Grade Chief Advisor	2%	\$732	\$769	\$809	\$853	\$897
7th Grade Chief Advisor	2%	\$732	\$769	\$809	\$853	\$897

After a teacher has served as a sponsor in the same activity for five (5) years, the rate will be increased by 1% for that teacher. After ten (10) years, the rate will increase by 2% for that teacher, after fifteen (15) years by 3% and after twenty (20) by 4%. Please note if additional payment required de to longevity (indicate # of years).